Town of Douglas



Government At Work – Douglas Board of Selectmen and staff during a Selectman's meeting.

FISCAL YEAR 2007
ANNUAL REPORT
OF THE
TOWN OFFICIALS

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TOWN OF DOUGLAS



ANNUAL REPORT

2007

TABLE OF CONTENTS

General Information

In Memoriam	7
In Appreciation	9
Municipal Center Hours of Operation	10
Monthly Committee Meeting Schedule	10
Town Officials – Municipal Employees	11
Town Officials – Boards / Committees	14
Municipal Calendar – Fiscal Year 2009	19

General Government

Board of Selectmen	23
Executive Administrator	25
Town Clerk	27
• Town Statistics / Census Statistics	27
• Massachusetts Congressional Delegation	28
• Special Town Meeting – Monday, May 7, 2007	29
• Annual Town Meeting - Monday, May 7, 2007	30
• Annual Town Election – Tuesday, May 8, 2007	50
• Special Town Meeting – Tuesday, November 27, 2007	52
• Vital Statistics - Marriages	60
• Vital Statistics - Births	61
• Vital Statistics - Deaths	65
Personnel Board	67

Financial

Accountant	71
Treasurer	104
Collector	116
Assessors	118
Finance Committee	118
Capital Improvement Committee	120

Public Safety

Police Department	125
Fire Department	130
Building Department	134

Health

Board of Health	139
Public Health Nurse	140
Animal Inspector	140
Transfer Station	141

Public Works

Highway Department 145
Water / Sewer Department 145
Municipal Facilities Maintenance 146
Cemetery Commission 147
Tree Warden 147

Planning & Development

Community Development 151
Planning Board 151
Conservation Commission 152
Zoning Board of Appeals 154
Open Space Committee 154
Historical Commission 155
Building Facilities & Construction Committee 156
Expedited Permit Coordinator/Economic Development 156
Master Plan Implementation Committee 157

Schools

Superintendent 161
High School 162
Intermediate Elementary School 168
Elementary School 169
Student Support Services Department 170
Guidance Department 172
- Class of 2007 175

Blackstone Valley Vocational Regional District School 176

Public Service

Senior Center 185
Veterans' Director 186
Simon Fairfield Public Library 187
Cable Advisory Committee 189
Moses Wallis Devise 190

Culture and Recreation

Local Cultural Council 193
Octoberfest 193
Skate Park Building Committee 194

Glossary 197

Important Phone Numbers Back Cover

GENERAL INFORMATION




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In Memoriam

Our Appreciation and Sympathy is extended to the families
of those who served our community.

Charles McCann
Constable
1980 - 1983

Jean Pybas
Historical Society
10 years

Marie L. Ryder
Council On Aging
1999 - 2007

Michael P. Valliere
Conservation Commission
2003 - 2007

Esther E. Cassista
Ladies Auxiliary

Warren A. Gates
Korean Veteran

Edward J. Guy
WWII Veteran

Richard LeBlanc
Intermediate Elementary School Custodian

Andrew E. Manyak
WWII Veteran

(Continued next page.)

In Memoriam



Our Appreciation and Sympathy is extended to the families
of those who served our community.

(continued from previous page)

Charles D. McCann
WWII Veteran

Ralph F. Purdy
Vietnam Veteran

Warren H. Riley
KoreanVeteran

Raymond J. Rivard
Vietman Veteran

Michael Stefaniak
WWII Veteran

John F. Swallow
Vietnam Veteran

In Appreciation

Our appreciation goes out to our Retirees' and Volunteers'
who served the Community well.

Paul Cassavant
Elementary School Custodian
2000 - 2007

Laura Esters
Elementary School Guidance
1993 - 2007

Hilda "Jane" Lanpher
Building Department Principal Clerk
1987 - 2007

Joseph Saster
Plumbing & Gas Inspector
1970- 2007

Rosanna Windham
Senior Center Clerk
1994 - 2007

Municipal Center
Hours of Operation

Monday – Thursday
8:30 am – 1:00 pm
1:30 pm – 4:00 pm

Tuesday Evening
6:00 pm – 8:00 pm

Friday: Closed
State and Federal Holidays: Closed

Additional hours for Community Development and the Administrative Office Only:
Friday
8:30 AM to NOON.

Monthly Committee Meeting Schedule

Board of Health	1st Monday	6:00 pm
Building & Facility Construction Committee	3rd Wednesday	7:00 pm
Cable Advisory Commission	2nd & 4th Wednesday	7:00 pm
Capital Improvement Committee	2nd & 4th Wednesday	7:00 pm
Conservation Commission	1st & 3rd Mondays	7:00 pm
Economic Development Comm.	2nd Monday	7:00 pm
Finance Committee	2nd & 4th Mondays	7:00 pm
Library Trustee's	4th Monday	7:00 pm (Library)
Open Space Committee	3rd Thursday	7:00 pm
Personnel Board	2nd Monday	7:00 pm
Planning Board	2nd & 4th Tuesdays	7:00 pm
Recreation	1st Monday	7:00 pm
Selectmen	1st & 3rd Tuesdays	7:00 pm
Water / Sewer Commission	1st Tuesday	7:00 pm (W/S)
Zoning Board of Appeals	2nd Thursday	7:00 pm

Meetings and changes to meetings must be posted with the Town Clerk 48 hours in advance.



Municipal Employees
July 1, 2006 through June 30, 2007

Accountant Office	29 Depot Street	
Jeanne Lovett	Town Accountant	
Marcia Landry	Accountant Assistant	
Administration Office	**29 Depot Street**	
Michael Guzinski	Executive Administrator	
Suzanne Kane	Administrative Assistant	
Jane Alger	Administrative Secretary	
Assessor's Office	**29 Depot Street**	
Ida Ouillette	Assistant Assessor	
Beth MacKay	Administrative Assistant	
Julie Kessler	Principal Clerk	
Building Department	**29 Depot Street**	
Adelle Reynolds	Building Commissioner - Appointed	2010
Jane Lanpher	Administrative Assistant	
Clerk's Office	**29 Depot Street**	
Eileen Damore	Assistant Clerk	
Collector of Taxes Office	**29 Depot Street**	
Eileen Damore	Assistant Collector	
Community Development	**29 Depot Street**	
William Cundiff	Town Engineer	
Stephen Zisk	Planning/Conservation Agent	
Maria Chesley	Administrative Assistant	
Facility Maintenance	**29 Depot Street**	
Rick Colonero	Facilities Maintenance Manager	
Fire Department	**64 Main Street**	
Donald Gonynor	Chief	
John Fumo	Deputy Chief Part-time	
Pauline Lebrecque	Lt. / F.F. Full-time	
Kent Vinson	Lt. / F.F. Full-time	
Abraham Rodas	F.F. Full-time	
Ted Sochia	Capt. Part-time	
Peter Campo	Capt. Part-time	
Patricia Giedrys	Clerk	
Mathew Curtis	EMT Part-time, F.F. On-call	
Adam Furno	EMT Part-time, F.F. On-call	
Kelly Gazzano	EMT Part-time, F.F. On-call	
Michael Gonynor	EMT Part-time, F.F. On-call	
Joel Rosenkrantz	EMT Part-time, F.F. On-call	
Alysha Anderson	EMT Part-time	
Roger Busha	EMT Part-time	
Patricia Furno	EMT Part-time	
Nadine Johnson	EMT Part-time	
Meredith Mabey	EMT Part-time	
Peter Nay	EMT Part-time	
Patrice Rousseau	EMT Part-time	
John Sheridan	EMT Part-time	

Fire Department - continued	
Chris Tetreault	EMT Part-time
Tim Carey	F.F. On-call
Ernie Marks	F.F. On-call
Johathan Cohen	F.F. On-call
David Furno	F.F. On-call
Thomas Griffin	F.F. On-call
Patrick Manning	F.F. On-call
David Moseley	F.F. On-call
John Fitzpatrick	Provisional F.F.
Brian McGauley	Provisional F.F.
Joshua Slater	Provisional F.F.
Ethan White	Provisional F.F.

Forest Fire Warden & Chief	64 Main Street
Donald Gonynor	Chief

Health, Board of - Office	29 Depot Street
Marleen Bacon	Administrative Supervisor
Grazina Krauss, RN	Nurse

Highway Department	56 Main Street
John Furno	Superintendent
Marybeth McCallum	Clerk
Bettyann McCallum	Clerk – Part time
Raymond Begin	
Philip Brule	
David Furno	
Thomas Griffin	
Jeffery King	
Ernest Marks, Jr.	

Library, Simon Fairfield Public	290 Main Street
Ann Carlsson	Director
Debbie Soderman	Children's Librarian
Maryellen Aubin	Circulation Librarian
Gail Bowen	Library Assistant
Kelly Barry	Library Page
Josh Tetreau	Library Page

MIS - Town	29 Depot Street
John Ducharme	

Police - Fire Dispatchers	29 Depot Street
Patricia Brule	Full Time
Daniel Dunleavy, Jr.	Full Time
Keith Stratton	Full Time
Susan White	Full Time
Travis Gould	Part Time
Bruce Hamm	Part Time
Michael Martinsen	Part Time
Linda Sousa	Part Time
Mark Sterling	Part Time

Police Department	29 Depot Street
Patrick Foley	Chief
Glenn Gilbert	Lt.
David Brown	Sgt.
Nick Miglionico	Sgt.
Keith Chipman	Patrolman
Mark Dunleavy	Patrolman

Police Department - continued	
Ronald Fortier, Jr.	Patrolman
Brett Fulone	Patrolman
Gregory Gilbert	Patrolman
Mark Kaminski	Patrolman
Raymond Majeau, Jr.	Patrolman
Aaron McLaughlin	Patrolman
Richard McLaughlin	Patrolman
Patricia Brule	Administrative Secretary

Police, Part-Time / Reserve Officers	29 Depot Street
Jacob Bloniasz	Part-time Patrolman
George DeGenova	Part-time Patrolman
Norman Forget	Part-time Patrolman
Travis Gould	Part-time Patrolman
Gabriel Koneczny	Part-time Patrolman
Michael Martinsen	Part-time Patrolman
Keith Stratton	Part-time Patrolman
Jared Yanis	Part-time Patrolman
Anthony Yannino	Part-time Patrolman

School - Business Office	21 Davis Street
Dean Iacobucci	Business Manager
Henry Baker	Payroll Officer
Regina Cardone	Assistant Business Manager
Ellen Stand	Secretary

School - Early Learning	29 Depot Street
Denise O'Connell	Director of Special Education & Early Childhood Center

School - Elementary	17 Gleason Street
Betteanne McMahan	Principal
Robert Godbout	Acting Principal
Laura Esters	Guidance
Kate Gilrein	Nurse
Lori Cyr	Principal Secretary
Gladys Helenberg	Secretary

School - High School	33 Davis Street
Brett Kustigian	Principal
Greg Myers	Assistant Principal
Genie Stark	Guidance Director
Jess Hurley	Adjustment Counselor
John Ducharme	Technology Director
Pat Valliere	Nurse
Marian MadDonald	Principal Secretary
Kathy Brosnahan	Guidance Secretary
David Chupka	Co - Athletic Director
Robert Doyon	Co - Athletic Director

School - Intermediate Elementary	21 Davis Street
Damian Sugrue	Principal
Leslie McInnis	Health Services Director
Susan Nichols	Librarian
Cheri Osterman	Secretary
Kathie Richie	Secretarial Clerk

School - Superintendents Office	21 Davis Street
Nancy Lane	Superintendent
Beverly Bachelder	Director of Curriculum & Instruction
Jane Jackman	Administrative Assistant

Senior Center	331 Main Street
Alyssa Graveson	Director
Patrice Rousseau	Outreach Coordinator
Frances Jolda	Clerk
Rosanna Windham	Clerk

Transfer Station	9 Ridell Street
Richard Downs	
John Kocur	
Oliva "Phill" Luneau	

Treasurer's Office	29 Depot Street
Kim Yargeau	Assistant Treasurer

Water / Sewer Department	29 Charles Street
Dennis Croteau	Systems Manager
Debby Harris	Administrative Assistant
Raymond Decoteau	
David Dejong	
Ralph Dudley, III	

Town Officials



Boards / Committees
July 1, 2006 through June 30, 2007

Animal Control Officer – Appointed (1 yr.)		
Joyce Gareri	Dog Officer	2008

Animal Inspector – Appointed by State (1 yr.)		
Richard Downs	Animal Inspector	2007

Assessors, Board of – Elected (3 yrs.)		
John Blatchford, Jr.	Chairman	2009
Scott Meizen	Re-Elected May 2007	2010
James Sughrue		2008

Blackstone River Watershed Advisory Committee – Appointed (term of project)		
Linda Brown		2009
William Cundiff		2009
Marylynne Dube		2009

Blackstone Valley Voc. School Dist. Com. – Elected (4 yrs.)		
John Lavin, III	Re-Elected May 2007	2010

Bridge Viewer – Appointed (1 yr.)		
John Fumo	Highway Superintendent	2007

Building & Facility Construction Committee – Appointed (3 yrs.)		
Daniel Heney	Chairman – Moderator Appointment	2008
Sean Holland	BOS Appointment	2009
Virginia Howe	BOS Appointment	2010
Michael Jezerski	School Appointment	2009
William McConnell	Moderator Appointment	2009
Joel Rosenkrantz	Moderator Appointment	2010
Robert White, Jr.	BOS Appointment	2008

Building Department Inspectors – Appointed (1 yr.)		
Richard Wallis	Electrical Inspector	2007
Joseph Saster	Plumbing / Gas Inspector	2007
Wayne Hickey	Electrical – Alternate	2007
Robert Josey	Plumbing / Gas Inspector	2007

Cable Advisory Committee – Appointed (3 yrs.)		
Thomas Devlin	Chairman	2009
Mitch Cohen	Vice Chairman / Secretary	2009
Eben Chesebrough		2010
Paul Crandall – resigned 5-1-07		2008
Carol Field		2010
Wilfred Fontaine		2008
Richard Preston		2008
Mark Willand		2008

Capital Improvement Committee – Appointed (Dpt. Rep's 1 yr.; Citizens' 3 yrs.)		
Glenn Gilbert	Chairman / Dpt. Rep.	2007
Michael Belleville	Vice Chairman / Dpt. Rep.	2007
Kent Vinson	Vice Chairman / Dpt. Rep.	2007
Paula Brouillette	Dpt. Rep.	2007
Shirley Mosczynski		2010
BettyAnn Therrien		2010

Cemetery Commission – Elected (3 yrs.)		
Shirley Cooney	Chairman – Re-Elected May 2007	2010
Donald Anderson, Jr.		2008
Gail Swenson		2009

Central MA Regional Planning Rep. – Appointed (1 yr.)		
Eben Chesebrough	Planning Board Rep.	2007
Paula Brouillette	BOS Rep. – Alternate	2007

Civil Defense – Appointed (3 yrs.)		
Ernest Marks, Jr.	Director	2009

Conservation Commission – Appointed (3 yrs.)		
Marylynne Dube	Chairman	2007
Michael Yacino	Vice Chairman	2009
Linda Brown		2009
Ralph Dudley, III		2008
Leon Mosczynski		2008
Michael Valliere		2007
Brandi Van Roo		2009
Maria Chesley	Recording Secretary	

Constables – Elected (3 yrs.)		
Dennis Croteau	Elected May 2007	2010
Carol Field	Re-Elected May 2007	2010
David St. George		2007

Council On Aging – Appointed (1 yr.)		
Lori Morini	Chairman	2007
Rosanna Windham	Treasurer	2007
Patrick Blake	Intern Secretary	2007
Martha Adams		2007
Karen Boucher		2007
Rita Edwards		2007
Jennifer Hoffer		2007
Levita Rousseau		2007
Marie Ryder		2007

Council On Aging – continued		
Loretta Wall		2007
Cultural Council – Appointed (3 yrs.)		
Susan Leuci	Chairman	2009
Alysa Cohen	Secretary	2009
Kylie Bleau	Treasurer	2009
Danielle Beane		2009
Patricia Brule		2008
Anne Burgess – Resigned 5-21-07		2009
Disability, National Organization on – Appointed (1 yr.)		
Adelle Reynolds		2007
Economic Development Commission – Appointed (3 yrs.)		
Harold Davis	Chairman	2008
Paul Peterson, Jr.	Vice Chairman	2007
Carol Gogolinski	Secretary	2007
David Branagan		2009
Cliff Van Reed		2009
Elderbus – Appointed (1 yr.)		
Patrice Rousseau	Representative	2007
Alyssa Graveson	Alternate	2007
Fence Viewer – Appointed (3 yr.)		
Peter Coppola		2009
Joel Smith		2009
Michael Yacino		2009
Finance Committee – Appointed by the Moderator (3 yrs)		
Pamela Holmes	Chairman	2009
Todd Bari	Vice Chairman	2009
Thomas Rochon	Secretary	2007
John P. Bombara		2009
Daniel Heney		2007
Michael D. Hughes – resigned 9-8-06		2007
Jerome Kocur		2008
William Krauss		2008
Scott Medeiros		2007
Gene Morin – resigned 5-1-07		2008
James Roche		2007
Ann Marie Flanagan	Recording Secretary	
Government Study Committee – Appointed Term of Project		
Lisa Mosczynski	Chairman	2007
Dennis Bishop	Vice Chairman	2007
Keith Menard	Secretary	2007
Sharon Brotherton – resigned 1-9-07		2007
Derek Brown		2007
Donald Gonynor – resigned 1-1-07		2007
Suzanne Kane		2007
Brian Newark		2007
Health, Board of – Appointed (3 yrs.)		
Justin Lapham	Chairman	2009
David McCallum	Vice Chairman	2009
Joseph Yacino	Agent	2007
Robert Brazeau		2008
Pauline Labrecque		2010
James Malley, Jr.	Engineer	2008

Historical Commission – Appointed (3 yrs.)		
Sean Aldrich		2008
Dawn Fontaine		2009
David Kmetz		2007
Housing Authority – Elected (5 yrs.)		
Diane St. George	Chairman	2008
John Kelly	Vice Chairman	2010
Nicholas A. Christy	Elected May 2007	2012
Kenneth Ballou	Treasurer - State Appointment	2008
Robert Gentile, Jr.	Appointed until next election	2007
Housing Partnership – Appointed (1 yr.)		
Marylynne Dube		2007
Library Trustees – Elected (3 yrs.) * Life Members Appointed by Trustees		
Elliott Chesebrough	Vice Chairman – Life Member	
Ramona Lachapelle	Treasurer – Life Member	
Joseph Biagioni, II	Life Member	
Barbara Gjeltema	Life Member	
Betty Holden	Life Member	
Betsy Youngsma	Chairman	2008
Tess M. Cooney	Elected May 2007	2010
Merritt Tetreault		2009
Master Plan Implementation Committee – Appointed (1 yr.) Disbanded Jan. 2008		
Paul Peterson, Jr.	Chairman	2007
Carol Gogolinski	Vice Chairman	2007
Linda Brown	Secretary	2007
Ray Bellenoit		2007
Marylynne Dube		2007
Shirley Mosczynski		2007
Robert Werme, Sr.		2007
Measurer of Lumber – Appointed (3 yrs.)		
Joel Smith		2007
Moderator – Elected (3 yrs.)		
Jerome Jussaume		2009
Moses Wallis Devise – Elected (1 yr.)		
Betty Therrien	Re-Elected May 2007	2008
Octoberfest Committee – Appointed (3 yrs.)		
Tony St. Pierre	Chairman / Rides	2009
Mary St. Pierre	Secretary / Vendors	2009
David Branagan		2008
Octoberfest Committee – continued		
JoAnn Griffin	Entertainment Producer	2008
David St. George	Parade / Games	2008
Open Space Committee – Appointed (3 yrs.)		
Sue Perkins	Chairman	2008
Lisa Mosczynski	Vice Chairman / Secretary	2008
Marylynne Dube		2007
Wilfred Fontaine		2009
Personnel Board – Appointed (3 yrs.)		
David St. George	Chairman – FinCom Appointment	2009
Bettyann McCallum	Secretary – BOS Appointment	2009

Personnel Board – continued		
Kimberly Yargeau – resigned 2007	Town Clerk's Appointment	2010
Planning Board – Elected (5 yrs.)		
Richard Vanden Berg	Chairman	2009
Ernest Marks, Jr.	Vice Chairman	2011
Linda Brown		2010
Ebenezer Chesebrough	Elected May 2007	2012
Mark Mungeam		2008
David St. George	Elected May 2007	2012
Roy Swenson		2010
Joel Rosensrantz		2007
Daniel Heney		2007
Ann Marie Flanagan	Recording Secretary	
Police, Special – Appointed (1 yr.)		
Edward Therrien		2007
Recreation Commission – Elected (3 yrs.)		
Robert Saster	Chairman – Re-Elected May 2007	2010
Joseph Valliere	Vice Chairman	2008
John Furno	Treasurer – Re-Elected May 2007	2010
Paul Kane	Secretary	2009
Joseph Cicero		2008
Registrars, Board of – Appointed (3 yrs.)		
Carol Field		2009
Christine Furno		2009
Anne Resan		2007
Mary Lou Sughrue		2007
School Committee – Elected (3 yrs.)		
Margaret Reed	Chairman – Re-Elected May 2007	2010
Thomas Devlin	Vice Chairman	2008
Leslie Breault	Secretary	2009
Michael Belleville	Elected May 2007	2010
Shirley Downs		2009
Selectmen, Board of – Elected (3 yrs.)		
Michael D. Hughes	Chairman (2007)	2009
John P. Bombara	Vice Chairman (2007) – Elected May 2007	2010
Paula Brouillette		2008
Mitchell Cohen		2009
Scott J. Medeiros	Elected May 2007	2010
Shirley Mosczynski	Chairman (2006)	2007
David Furno – Resigned		2007
Skate Park Building Committee – Appointed term of project		
Suzanne Gagnon	Co-Chairman	
Pamela Mort	Co-Chairman	
Andrea Cutting	Secretary	
David Cheney		
Christine Cheney		
Jennifer Furno		
Jessika Maddocks	Alternate	
Town Clerk – Elected (3 yrs.)		
Christine Furno		2009

Town Collector – Elected (3 yrs.)		
Pam Carter		2010
Town Treasurer – Elected (3 yrs.)		
Sharon Brotherton		2009
Tree / Moth Superintendent – Appointed (3 yrs.)		
Leon Mosczynski		2010
Veterans Agent – Appointed (1 yr.)		
Ken Trajanowski	Director	2008
Water / Sewer Commission – Elected (3 yrs.)		
Joseph Saster	Chairman	2009
Colin Haire		2008
Robert Josey	Re-Elected May 2007	2010
Zoning Board of Appeals – Appointed (3 yrs.)		
Colin Haire	Chairman	2007
Harold Davis	Vice Chairman	2009
George Bums	Alternate	2007
Joseph Fitzpatrick	Alternate	2007
Christine Mitchell	Secretary	

Municipal Calendar
Fiscal Year 2009

	July 2008	
	August 2008	
4th	First Quarter Taxes due	Collector
	September 2008	
1st	Transfer Station Permit Renewal for six months	BOH
16th	State Primaries. Polls open at 7:00 am – 8:00 pm.	Town Clerk
	October 2008	
1st	Last date to file Application to have land valued and taxed as Forest Land, Agricultural / Horticultural Land or Recreational Land, MGL 61 A, B	Assessor
4th	Octoberfest 9:00 to 4:00 pm	
15th	Last day to register to vote for Presidential Election.	Town Clerk
	November 2008	
3rd	Second Quarter Taxes Due	Collector
4th	Presidential Election. Polls open at 7:00 am – 8:00 pm	Town Clerk
24th	Liquor License Renewals due	Selectmen
24th	Class II License Renewals due	Selectmen
	December 2008	
1st	Application for the Senior Tax Work-off Abatement Program filing deadline	Assessor
	January 2009	
1st	Food Service License, Disposal Works Installers Licenses, Septage Hauler Licenses, Trash Haulers Licenses Due	BOH

1st	Assessment of all Real & Personal Property for the ensuring Fiscal Year beginning July 1st	Assessor
2nd	Forms for List of Personal Property are available in the Assessor's Office (due March 1st)	Assessor
15th	Burning Permits available until May 1, 2009	Town Clerk

February 2009

2nd	Real Estate & Personal Property Tax Abatement filing deadline	Assessor
2nd	Third Quarter Taxes due	Collector
1st	Town Census Forms due	Town Clerk
28th	Dog Licenses due	Town Clerk

March 2009

2nd	Form of List for Personal Property filing deadline	Assessor
2nd	Filing deadline for 3-ABC forms by Non-Profit Organizations	Assessor
1st	Transfer Station Sticker Renewal for six month period	BOH
24th	Last day to submit Nomination papers for Annual Town Election	Town Clerk
28th	Articles Due for Annual Town Meeting	Selectmen

April 2009

1st	Exemption Application filing deadline	Assessor
14th	Last day to Register to Vote for Annual Town Meeting	Town Clerk
22nd	Last day to Register to Vote for Annual Town Election	Town Clerk
30th	Certificate of Registration for Storage of Flammables due	Town Clerk
30th	Funeral Director's License Due	BOH

May 2009

4th	Fourth Quarter Taxes due	Collector
4th	Annual Town Meeting	Town Clerk
12th	Annual Town Election	Town Clerk
15th	Commercial Swimming Pool License, Campground License, Children's Recreational Campground License Due	BOH

June 2009

GENERAL GOVERNMENT

BOARD OF SELECTMEN

The Douglas Board of Selectmen presents its report from January 1, 2007 to December 31, 2007, and a fiscal year report from July 1, 2006 to June 30, 2007.

The Board reorganized after the Annual Town Election in May 2007, with Michael D. Hughes as Chairman and John P. Bombara as Vice Chairman.

The expenditures for the Selectmen's Office were as follows:

Board of Selectmen	
Wages	$162,071.27
Total Wages:	**$162.071.27**
Expenses	
Additional Compensation	$3,600.00
Repair & Maintenance	$4,443.05
Prof and Technical Consultants	$0.00
Advertising	$595.89
Postage	$175.00
Printing	$109.56
Office Supplies	$2,225.57
Other Supplies	$2,771.69
In-State Travel	$2,231.45
Training/Education	$1,102.00
Dues and Membership	$1,917.02
Capital	$3,734.37
Total Expenses:	**$22,905.60**
Board of Selectmen - Other	
Awards & Recognitions	$54.42
Town Counsel	$114,370.23
Property Insurance	$163,517.18
Town Reports	$3,497.00
Town Hall Office Supplies	$19,288.93
Weights and Measures	$1,500.00
Street Lighting	$36,831.73
Total Other:	**$339,059.49**
FY07 Receipts to Treasurer	
Licenses – Alcohol	$5,660.00
Licenses – All Others	$865.00
Selectmen Fees	$1,350.94
Total Receipt	**$7,875.94**

Some of the major accomplishments of the past year include the following:

Developed and approved a comprehensive set of Board of Selectmen policies and procedures.

Negotiated and executed a Memorandum of Understanding with the developers of the North Village Project.

Voted to support a Special Act to create the Whitin Reservoir District.

Completed a comprehensive update of the Town's Accessibility Plan in compliance with the Americans with Disabilities Act.

Received the final report from the Government Study Committee and have begun discussions on the recommendations of the Committee.

Applied for and received a $150,000 Chapter 43D grant from the State to establish Expedited Permitting in the community. Appointed Cathryn Welch, a professional planning consultant, to administer the expedited permitting program.

Continued our work as a member of the Four Town Group to plan for and encourage economic growth in the Route 146 Corridor.

Appointed a new Building & Facilities Construction Committee which has initiated a comprehensive building use study.

Successfully completed the construction of a new parking lot behind the U.S. Post Office/Senior Center.

Completed the construction of drainage and paving on Hemlock Street.

Worked closely with the State to successfully complete the Route 16 Overlay Project.

Installed a new Community Information Sign in front of the Fire Station.

Conducted a Request For Proposals and hired the firm of Melanson & Heath as the Town's new auditors.

Updated and increased the street lighting on Main Street to improve nighttime visibility in the downtown area.
Acquired, by donation, 44 acres of conservation land located between Manchaug Road and Mumford Street.

Formally acquired the Pine Grove Cemetery and repaired sections of fencing at the cemetery.

Negotiated an inter-municipal agreement with the Towns of Uxbridge and Mendon to establish a regional Animal Control Department.

Negotiated an inter-municipal agreement with the Town of Sutton to share the operational costs and responsibilities of the new Senior Van which was granted to the Towns by the Commonwealth of Massachusetts.

Successfully negotiated three year collective bargaining agreements with the Police and Fire Unions.

Worked with the Executive Administrator, the Finance Committee, and the School Committee to successfully balance the Fiscal Year 2008 Annual Budget.

Received a 2007 E-Government Award from Common Cause Massachusetts, for providing access to important information and key government records on the Town's website.

The Board of Selectmen continually strives to provide the best quality services possible to the citizens of Douglas. The Board would like to thank the Executive Administrator, all municipal staff, members

of the boards and committees, and all the elected and appointed officials as well as the many dedicated volunteers who work tirelessly to make Douglas a great community in which to live.

Respectfully submitted,

Michael D. Hughes, Chairman
John P. Bombara, Vice Chairman
Paula Brouillette
Mitchell S. Cohen
Scott J. Medeiros



Board of Selectmen (from left to right) Mitchell S. Cohen, Paula Brouillette, Chairman Michael D. Hughes, Vice Chairman John P. Bombara, and Scott J. Medeiros.

EXECUTIVE ADMINISTRATOR

It is with great pleasure that I present to you, the citizens of Douglas, my Annual Report for 2007. As I enter my fifth year of service to the Town, I would like to thank the people of Douglas for the honor and privilege of serving as your Executive Administrator. This past year has once again been filled with many challenges and important events.

The Board of Selectmen, in their report, has described to you the major events that have occurred, and the projects that the Town has been working on, over the past year. I worked closely with the Board of Selectmen, Finance Committee, Town Accountant, and the department heads to develop a balanced municipal budget for FY08. As has been the case for several years, municipal budgets continue to be strained, but I'm pleased to report that all Town departments are doing an outstanding job in maximizing municipal services with the funds available to them. Through dramatically improved communication and cooperation between the general government and the school department over the past several years we have been able to properly plan and budget for the services that are so vitally important to all the citizens of Douglas. I fully anticipate that through working closely with the Douglas School officials we can continue to provide high quality services to the people of Douglas.

I would like to thank all of the dedicated residents, officials, department heads, employees, and volunteers who are continually working to make the Town of Douglas a better place in which to live.

I would like to express my sincere gratitude to the Board of Selectmen for granting me the opportunity to serve your community. I would also like to thank Suzanne Kane and Jane Alger for all of the assistance that they provide, and for the valuable work they do in making the Selectmen's Office work so efficiently and effectively. As your Executive Administrator, I look forward to working with each of you, in serving your community.

Respectfully submitted,

Michael J. Guzinski
Executive Administrator

TOWN CLERK

To the Honorable Board of Selectmen and the Citizens of the Town of Douglas:

The Town Clerk's office is pleased to submit the following reports for the calendar year January 1, 2007 thru December 31, 2007.

TOWN STATISTICS

The Town of Douglas is located in Southern, Massachusetts, bordered by Oxford and Sutton on the north; Uxbridge on the east; Burrillville, Rhode Island on the south; and Webster on the west. Douglas is 18 miles south of Worcester, 40 mile southwest of Boston and 175 miles from New York City.

Incorporated as a Town:1746

Total Area:	37.71 square miles
Land Area:	36.37 square miles

Form of Government: 5 member Board of Selectmen / Open Town Meeting

CENSUS STATISTICS

2007	8444	1997	6444
2006	8315	1996	6059
2005	8030	1995	5774
2004	7992	1994	5647
2003	7864	1993	5336
2002	7496	1992	5196
2001	7391	1991	4967
2000	7282	1990	4871
1999	6897	1980	3721
1998	6702	1970	2947

TOTAL *ACTIVE* REGISTERED VOTERS AS OF DECEMBER 31, 2007

Other	40
Republicans	940
Democrats	1049
Unenrolled (Independent)	2998
TOTAL	**5027**

MASSACHUSETTS CONGRESSIONAL DELEGATION

U. S. SENATORS

EDWARD M. KENNEDY
senator@kennedy.senate.gov
2400 JFK Building
Boston, MA 02203
617-565-3170
877-472-9014

JOHN F. KERRY
johnkerry@senate.gov
One Bowdoin Square, 10th floor
Boston, MA 02114
617-565-8519

CONSTITUTIONAL OFFICES

DEVAL PATRICK, Governor
TIM MURRAY, Lt. Governor
State House, Room 360
Boston, MA 02133
617-725-4005
888-870-7770 (instate only)

MARTHA COAKLEY, Attorney General
McCormack Building
One Ashburton Place
Boston, MA 02108
617-727-2200

SECRETARY OF THE COMMONWEALTH

WILLIAM FRANCIS GALVIN
Citizen Information Service
One Ashburton Place, Room 1611
Boston, MA 02108-1512
617-727-7030

U.S. REPRESENTATIVE

RICHARD E. NEAL
4 Congress Street
Post Office building
Milford, MA 01757
508-634-8198

STATE SENATOR

RICHARD T. MOORE
State House, Room 312-D
Boston, MA 02133
617-722-2017
Richard.Moore@state.ma.us

STATE REPRESENTATIVE

PAUL KUJAWSKI
State House, Room 466
Boston, MA 02133
617-722-2017
Rep.PaulKujawski@hou.state.ma.us

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, May 7, 2007 at 6:00 p.m. There being a quorum present (28 registered voters), the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jerome D. Jussaume and the Town voted as follows:

Article 1: GASB 34 & GASB 45

The Town voted to **transfer** from the Health Insurance Account the sum of **$40,000** to contract with consulting firms to conduct the work necessary for the Town to comply with the requirements of GASB 34 and GASB 45.

PASSED BY MAJORITY VOICE VOTE.

Article 2: Legal Account Transfer

The Town voted to **transfer** from the Health Insurance Account the sum of **$30,000.00** to Town Counsel – Contractual Services

PASSED BY MAJORITY VOICE VOTE.

Article 3: Ambulance Receipts

The Town voted to **transfer** the sum of **$3,000** from the Ambulance Expense Account to the Ambulance Receipts Reserved for Appropriation Account.

PASSED BY MAJORITY VOICE VOTE.

Article 4: Rescind Debt Authorization for the New School Project

The Town vote to **rescind** the authorization to issue Bonds in the amount of **$14,004,313**; as approved at the October 21, 2000 Special Town Meeting, the April 4, 2002 Special Town Meeting and December 10, 2002 Special Town Meeting for the purpose of the design, site preparation, construction, purchase of equipment and furnishing of both a new high school and modifications to existing schools herein referred to as the "New School" Project.

PASSED BY MAJORITY VOICE VOTE.

Article 5: Rescind Debt Authorization for the Chamberlain Property

The Town voted to **rescind** the authorization to issue Bonds in the amount of **$75,000**; as approved at the January 14, 2004 Special Town Meeting, for the purpose of the costs of acquiring the "Chamberlain" Property".

PASSED BY MAJORITY VOICE VOTE.

Article 6: Rescind Debt Authorization for the Davis Street Land Acquisition

The Town voted to **rescind** the authorization to issue Bonds in the amount of **$250,000**; as approved at the October 21, 2000 Special Town Meeting, for the purpose of the Davis Street Land Acquisition.

PASSED BY MAJORITY VOICE VOTE.

Article 7: Waterways - Douglas Dive Rescue Team Account

The Town voted to **transfer** the sum of **$9,800** from the Waterway Improvement Fund to a Waterway Dive Rescue Team Account for the purpose of paying costs associated with the purchase of supplies, equipment and training.

PASSED BY MAJORITY VOICE VOTE.

The meeting was dissolved at 6:13 PM.

A True Copy, ATTEST: Christine E. G. Furno, Town Clerk

SUMMARY
May 7, 2007

MONEY TO BE TRANSFERRED (from Health Ins. Acct.)			
Article 1	for Consulting firms (GASB 34 & 35)		$40,000
Article 2	to Town Counsel-Contractual Services		30,000
		TOTAL	**$70,000**
MONEY TO BE TRANSFERRED (from Ambulance Exp. Acct.)			
Article 3	to Ambulance Receipts Reserved		$3,000
MONEY TO BE TRANSFERRED (Waterway Improvement Fund)			
Article 7	to Waterway Dive Rescue Team Acct.		$9,800
MONEY TO RESCIND THE AUTHORIZATION TO ISSUE BONDS			
Article 4	"New School Project" - STM 10/21/00 & STM 12/10/02		$14,004,313
Article 5	"Chamberlain Property - STM 1/14/04		75,000
Article 6	"Davis Street Land Acquisition" - STM 10/21/00		250,000
		TOTAL	**$14,329,313**

ANNUAL TOWN MEETING
Monday, May 7, 2007

Pursuant to the foregoing warrant the in habitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, May 7, 2007 at 7:00 p.m. There being a quorum present (117 registered voters), the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jerome D. Jussaume and explained the rules of the meeting. The Town voted as follows:

A motion was made and seconded to combine articles 1, 2, 3, hearing no objections, motion passed by Unanimous Consent.

Article 1,2,3, Finance Committee Report, FY08 Budget, Salaries of Elected Officials

The Town voted to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as presented in the Warrant, and further, to approve a total budget of **$21,320,490** consisting of **$268,405** transferred from Ambulance Receipts Reserved for Appropriation, **$21,852** transferred from the Chamberlain Land Account, **$63,350** transferred from the Reserve for Debt Account (BVT), **$600,000** transferred from Free Cash, **$171,500** transferred from the Stabilization Account, and the remaining **$20,195,383** to be raised and appropriated, all as set forth in the Column entitled "FY08 FinCom/BOS/Admin Recommended" in the handout entitled, "Voter Information Bulletin", for the purpose of funding the annual operating budget of the Town for Fiscal Year 2008.

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
General Government				
Selectmen				
Wages	155,545	162,404	165,065	**166,819**
Expenses	23,156	24,745	24,745	**23,995**
Expenses - Reserve for Collective				**18,730**
Subtotal:	178,701	187,149	189,810	**209,544**
Awards & Recognition	-	100	100	**100**
Town Hall Office Supplies	18,208	20,000	20,000	**20,000**
Town Reports	3,500	3,500	3,500	**3,500**
Town Counsel	110,000	85,000	85,000	**85,000**
Total Selectmen:	310,409	295,749	298,410	**318,144**
Accountant				
Wages	59,306	87,080	80,909	**82,932**
Expenses	52,520	4,750	4,750	**4,000**
Subtotal:	111,826	91,830	85,659	**86,932**
Audit	18,000	21,000	21,000	**21,000**
Total Accountant:	129,826	112,830	106,659	**107,932**
Assessors				
Wages	105,311	97,396	98,021	**101,494**
Expenses	11,630	20,285	43,810	**43,810**
Subtotal:	116,941	117,681	141,831	**145,304**
Revaluation	9,000	67,950		
	-			
Total Assessors:	125,941	185,631	141,831	**145,304**

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Treasurer				
Wages	89,489	94,416	96,735	**99,123**
Expenses	22,380	25,380	25,380	**25,380**
Subtotal:	111,869	119,796	122,115	**124,503**
Tax Title	9,000	9,000	9,000	**5,000**
Total Treasurer:	120,869	128,796	131,115	**129,503**
Collector				
Wages	54,241	57,078	57,721	**59,137**
Expenses	18,010	18,213	18,442	**18,442**
Subtotal:	72,251	75,291	76,163	**77,579**
Tax Taking	6,500	6,500	6,500	**6,500**
Total Collector:	78,751	81,791	82,663	**84,079**
Finance Committee				
Wages		2,500	2,500	**2,500**
Expenses	7,000	7,000	7,000	**7,000**
Reserve Fund	20,259	40,000	40,000	**40,000**
Total Finance Committee:	27,259	49,500	49,500	**49,500**
Technology				
Wages	5,000	10,300	10,300	**10,300**
Expenses	31,050	43,530	34,883	**34,883**
Total Technology:	36,050	53,830	45,183	**45,183**
Town Clerk				
Wages	77,468	81,368	83,087	**86,127**
Expenses	18,472	20,585	20,585	**19,185**
Total Town Clerk:	95,940	101,953	103,672	**105,312**
Municipal Buildings				
Wages	45,927	47,676	48,746	**49,965**
Expenses	89,555	108,760	118,660	**118,660**
Total Municipal Building:	135,482	156,436	167,406	**168,625**
Permanent Building Committee				
Wages			1,550	**1,550**
Expenses			1,000	**1,000**
Total Permanent Building Comm:	-	-	2,550	**2,550**
Community Development				
Wages	166,434	176,429	180,848	**185,426**
Expenses	12,430	8,650	10,305	**7,805**
Subtotal:	178,864	185,079	191,153	**193,231**
Planning Board	4,379	9,826	17,326	**17,326**

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Master Plan Implementation	4,800	4,800		
Economic Development	7,500	7,500	7,500	7,500
Zoning Board - Wages	6,000	9,000	9,000	9,000
Zoning Board - Expenses	4,115	4,115	4,115	4,115
Subtotal:	10,115	13,115	13,115	13,115
Open Space	1,000	1,000	1,000	1,000
Conservation Commission	3,260	3,260	3,260	3,260
Total Comm Development:	209,918	224,580	233,354	235,432
Other General Government				
Moderator	250	250	250	250
Octoberfest	1,500	1,500	1,500	1,500
Housing Authority	1,500	1,500	3,000	3,000
Total Other General Government:	3,250	3,250	4,750	4,750
Total General Government:	**1,273,696**	**1,394,346**	**1,367,093**	**1,396,314**
Public Safety				
Police				
Wages	1,115,644	1,205,074	1,312,400	1,238,641
Expenses	134,625	151,050	167,270	163,445
Cruiser	42,500	42,500	42,500	42,500
Total Police:	1,292,769	1,398,624	1,522,170	1,444,586
Fire				
Wages	149,689	156,296	168,279	174,709
Expenses	51,818	55,700	60,100	60,100
Total Fire:	201,507	211,996	228,379	234,809
Ambulance				
Wages	117,441	140,779	184,710	181,835
Expenses	40,995	53,200	51,200	51,200
Total Ambulance:	158,436	193,979	235,910	233,035
Building Dept				
Wages	102,998	107,646	118,113	120,434
Expenses	6,600	6,850	8,000	8,000
Total Building Dept:	109,598	114,496	126,113	128,434

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Trees				
Wages	600	600	600	**600**
Expenses	6,600	6,600	6,600	**6,600**
Total Tree Dept:	7,200	7,200	7,200	**7,200**
Civil Defense				
Wages	315	315	315	**315**
Expenses	1,200	1,200	1,200	**1,200**
Total Civil Defense:	1,515	1,515	1,515	**1,515**
Sealer Weights & Measures				
Expenses	1,500	1,500	1,500	**1,500**
Total Sealer Weights & Measures:	1,500	1,500	1,500	**1,500**
Animal Control				
Expenses			24,900	**24,900**
Total Animal Control			24,900	**24,900**
Total Public Safety:	**1,772,525**	**1,929,310**	**2,147,687**	**2,075,979**
Public Works				
Cemetery				
Expenses	8,000	16,500	17,500	**10,000**
Total Cemetery:	8,000	16,500	17,500	**10,000**
Highway				
Wages	403,527	424,916	418,110	**427,430**
Expenses	29,450	32,150	34,150	**34,150**
Subtotal:	432,977	457,066	452,260	**461,580**
Capital Items	-			
Maintenance	168,880	175,330	177,330	**169,937**
Special Sign Acct	6,000	6,000	6,000	**6,000**
Snow & Ice	84,535	84,535	84,535	**84,535**
Total Highway:	692,392	722,931	720,125	**722,052**
Other Public Works				
Monitor Landfill	2,000	2,000	2,000	**1,200**
Monitor Wells	10,000	11,000	11,000	**11,000**
Streetlighting	35,614	39,000	41,000	**41,000**
Total Other Public Works:	47,614	52,000	54,000	**53,200**

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Total Public Works:	**748,006**	**791,431**	**791,625**	**785,252**
Health & Human Services				
Board of Health				
Wages	40,083	41,977	42,967	**44,007**
Expenses	11,440	11,440	11,440	**10,840**
Subtotal Health:	51,523	53,417	54,407	**54,847**
Nurse				
Wages	16,128	16,612	16,612	**17,027**
Subtotal Nurse:	16,128	16,612	16,612	**17,027**
Animal Inspection				
Wages	2,486	2,561	2,561	**2,625**
Expenses	300	300	350	**350**
Subtotal Animal Inspection:	2,786	2,861	2,911	**2,975**
Total Board of Health:	70,437	72,890	73,930	**74,849**
Council on Aging				
Wages	55,625	59,561	72,375	**72,966**
Expenses	7,400	7,542	7,542	**7,542**
Total Council on Aging:	63,025	67,103	79,917	**80,508**
Veterans				
Wages				
Expenses	8,000	8,466	11,166	**11,166**
Benefits	9,920	8,500	9,000	**9,000**
Total Veterans:	17,920	16,966	20,166	**20,166**
Total Health & Human Services:	**151,382**	**156,959**	**174,013**	**175,523**
Culture & Recreation				
Recreation				
Wages	6,400	6,400	6,400	**6,400**
Expenses	27,031	27,031	27,031	**27,031**
Total Recreation:	33,431	33,431	33,431	**33,431**
Library				
Wages	118,886	124,990	135,462	**135,069**
Expenses	46,435	53,409	57,531	**57,531**
Total Library:	165,321	178,399	192,993	**192,600**

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Culture & Recreation				
Memorial Day	1,500	1,593	1,750	**1,750**
	1,500	1,593	1,750	**1,750**
Total Culture & Recreation	**200,252**	**213,423**	**228,174**	**227,781**
Education				
Douglas Schools				
Personnel & Expenses	9,173,520	10,290,475	10,507,289	**10,192,599**
Transportation/Fixed Assets	567,123	0	719,993	**719,993**
Total Douglas Schools:	9,740,643	10,290,475	11,227,282	**10,912,592**
Blackstone Valley Regional *				
Assessment	636,248	559,070	509,246	**509,246**
Debt Assessment	56,396	64,190	63,350	**63,350**
Representative Expense	500	500	500	**500**
Total Blackstone Valley:	693,144	623,760	573,096	**573,096**
Medicaid Reimbursement			5,000	**5,000**
Norfolk County Agricultural		17,527	0	**0**
Total Education:	**10,433,787**	**10,931,762**	**11,805,378**	**11,490,688**
Insurance/Employee Benefits *				
Ins - Prop, Liab & Work Comp	180,000	180,000	185,000	**180,000**
Unemployment	144,485	20,000	30,000	**30,000**
Ins - Health & Life	1,763,430	2,016,148	2,215,336	**2,215,336**
Retirement/Medicare	613,808	655,385	710,940	**710,940**
Total Employee Benefits	**2,701,723**	**2,871,533**	**3,141,276**	**3,136,276**
Debt Service *				
Debt Exclusions				
Long-Term Principal	1,100,900.25	1,113,906	1,103,948	**1,103,948**
Long-Term Interest	751,034.77	715,936	656,380	**656,380**
Short-Term Interest	420,000.00	22,789	0	**0**
Subtotal	2,271,935.02	1,852,631	1,760,328	**1,760,328**
Non-Debt Exclusion				
Post Office Principal	17,668.00	18,595	19,572	**19,572**
Capital 560k Principal	60,000.00	55,000	55,000	**55,000**
Ch61 Land Principal	15,000.00	15,000	15,000	**15,000**
Land Acquisition Principal			55,200	**55,200**
Ambulance Purchase Principal			27,000	**27,000**

General Fund	FY06 Actual Revised Budget	FY07 Actual Revised Budget	FY08 Dept Request	FY08 Fin Com/ BOS/Admin Recommended
Post Office Interest	11,802.00	10,875	9,899	**9,899**
Ch 61 Land Interest	7,752.00	7,339	6,852	**6,852**
Capital 560k Interest	17,263.00	15,675	13,888	**13,888**
Land Acquisition Interest			54,018	**54,018**
Ambulance Purchase Interest			8,370	**8,370**
Other Expenses	1,300.00	8,894	7,550	**7,550**
Subtotal	130,785.00	131,378	272,349	**272,349**
Total Debt Service	2,402,720	1,984,009	2,032,677	**2,032,677**
Total Capital Outlay	-	404,737		
Total Special Articles	133,468.05	53,582		
Transfer to Stabilization		172,915		
Summary - Expenditures				
Total General Government:	**1,273,696**	**1,394,346**	**1,367,093**	**1,396,314**
Total Public Safety:	**1,772,525**	**1,929,310**	**2,147,687**	**2,075,979**
Total Public Works:	**748,006**	**791,431**	**791,625**	**785,252**
Total Health & Human Services:	**151,382**	**156,959**	**174,013**	**175,523**
Total Culture & Recreation	**200,252**	**213,423**	**228,174**	**227,781**
Total Education:	**10,433,787**	**10,931,762**	**11,805,378**	**11,490,688**
Total Employee Benefits	**2,701,723**	**2,871,533**	**3,141,276**	**3,136,276**
Total Debt Service	**2,402,720**	**1,984,009**	**2,032,677**	**2,032,677**
Total Capital Outlay	**-**	**404,737**	**0**	**0**
Total Special Articles	**133,468.05**	**53,582**	**0**	**0**
Total Transfer to Stabilization		**172,915**	**0**	**0**
Total Budget Request	**19,817,559**	**20,904,007**	**21,687,923**	**21,320,490**
Estimated Town Wage Adj			**100,000**	
			21,787,923	**21,320,490**

The Town voted to fix the salary and compensation of all elected officials of the Town as provided by Chapter 41 Section 108 of the Massachusetts General Laws, as amended, as follows:

FY08 Salaries of Elected Officials	
Board of Assessors	$2,900.00
Blackstone Valley Vocational School District Rep.	$500.00
Collector	$52,088.93
Moderator	$250.00
Board of Selectmen	$1,600.00
Clerk	$53,588.44
Treasurer	$56,882.69
Water/Sewer Commission	$2,400.00

ARTICLES 1, 2, & 3 PASSED BY UNANIMOUS VOICE VOTE. (2/3 required)

Article 4: FY08 Transfer Station Enterprise Fund

The Town voted to raise and appropriate the sum of **$272,000** from Transfer Station charges and fees and transfer the sum of **$15,960** from Transfer Station retained earnings, for a total budget of **$287,960**, and that this sum be used for the following:

Transfer Station

Salaries	**$38,680**
Expenses	**$249,280**
Total	**$287,960**

PASSED BY MAJORITY VOICE VOTE.

Article 5: FY08 Water/Sewer Enterprise Fund

The Town voted to raise and appropriate the sum of **$958,095** from Water & Sewer charges and fees and transfer the sum of **$37,500** from Retained Earnings for a total budget of **$995,595** to operate and maintain the Water/Sewer Department.

Water & Sewer Department

Salaries	**$262,497**
Expenses	**$470,145**
Debt	**$262,953**
Total	**$995,595**

PASSED BY MAJORITY VOICE VOTE.

Article 6: Personnel Bylaw Classification & Update

The Town voted to approve the personnel classification and compensation plans as printed in the Warrant.

MANAGEMENT Compensation Plan – FY08 Budget

Grade	Position
M-1	
M-2	Assistant Assessor Municipal Facilities Maint. Mgr.
M-3	Building Commissioner Library Director Planning & Conservation Agent Director Senior Center
M-4	Fire Chief System Manager Water/Sewer Town Accountant
M-5	Town Engineer Highway Superintendent

COLA Increase% 2.50%

	1	2	3	4	5	6	7	8	9	10
1	34,977.10	35,764.08	36,568.78	37,391.57	38,232.88	39,093.12	39,972.72	40,872.11	41,791.73	42,732.04
2	43,720.35	44,704.06	45,709.90	46,738.37	47,789.99	48,865.26	49,964.73	51,088.93	52,238.44	53,413.80
3	54,653.00	55,882.69	57,140.05	58,425.70	59,740.28	61,084.44	62,458.84	63,864.16	65,301.11	66,770.38
4	62,848.90	64,263.00	65,708.92	67,187.37	68,699.08	70,244.81	71,825.32	73,441.39	75,093.82	76,783.43
5	67,564.93	69,085.14	70,639.55	72,228.94	73,854.09	75,515.81	77,214.92	78,952.25	80,728.68	82,545.07

OFFICE ADMINISTRATION Compensation Plan – FY08 Budget

Grade	Position
OA-1	Library Assistant
	Jr. Clerk Assessors
OA-2	Principal Clerk
	Fire, Building, Assessors
	Highway Clerk
	Adm. Sec Bd Selectmen
	Senior Clerk
OA-3	Asst Tax Collector
	Asst Treasurer
	Asst to the Town Accountant
	Assessors' Admin Asst
	Adm. Sec/Comm. Development
	Adm. Sec. – Planning Brd Meeting Minute Taker
OA-4	Adm. Secretary
	Adm. Supervisor/Bd Health
	Adm. Asst. to Exec Adm./Select.
	Asst. Town Clerk

COLA Increase% **2.50%**

	Grade	1	2	3	4	5	6	7	8	9	10
1	Hourly	11.94	12.21	12.48	12.77	13.05	13.35	13.65	13.95	14.27	14.59
2	Hourly	14.34	14.66	14.99	15.33	15.67	16.03	16.39	16.76	17.13	17.52
3	Hourly	15.77	16.13	16.49	16.86	17.24	17.63	18.03	18.43	18.85	19.27
4	Hourly	18.13	18.54	18.96	19.38	19.82	20.27	20.72	21.19	21.66	22.15

PUBLIC WORKS Compensation Plan – FY08 Budget

Grade	Position
PM-1	Truck Driver/Laborer
PM-2	Asst Water/Sewer Operator
	Hwy Laborer Operator
PM-3	
PM-4	Group Leader
PM-5	Water Operator
	Chief Operator

COLA Increase% **2.50%**

		1	2	3	4	5	6	7	8	9	10
1	Hourly	$15.28	$15.63	$15.98	$16.34	$16.71	$17.08	$17.47	$17.86	$18.26	$18.67
2	Hourly	$16.68	$17.05	$17.44	$17.83	$18.23	$18.64	$19.06	$19.49	$19.93	$20.37
3	Hourly	$17.50	$17.89	$18.29	$18.70	$19.13	$19.56	$20.00	$20.45	$20.91	$21.38
4	Hourly	$18.37	$18.78	$19.20	$19.64	$20.08	$20.53	$20.99	$21.46	$21.95	$22.44
5	Hourly	$20.28	$20.74	$21.21	$21.69	$22.17	$22.67	$23.18	$23.70	$24.24	$24.78

MISCELLANEOUS Compensation Plan – FY08 Budget

Grade	Position
MS-1	Senior Center Clerk Transfer Station Employee
MS-2	Assessor Lister
MS-3	
MS-4	Senior Outreach Coordinator

COLA Increase% **2.50%**

		1	2	3	4	5	6	7	8	9	10
1	Hourly	$11.94	$12.21	$12.48	$12.77	$13.05	$13.35	$13.65	$13.95	$14.27	$14.59
2	Hourly	$14.34	$14.66	$14.99	$15.33	$15.67	$16.03	$16.39	$16.76	$17.13	$17.52
3	Hourly	$15.77	$16.13	$16.49	$16.86	$17.24	$17.63	$18.03	$18.43	$18.85	$19.27
4	Hourly	$18.13	$18.54	$18.96	$19.38	$19.82	$20.27	$20.72	$21.19	$21.66	$22.15

*All employees currently in the MS compensation classification (previously PT) who are currently receiving an hourly wage higher than that presented above for their relevant grade and step, shall remain at their current hourly wage until such time that the compensation plan exceeds their current hourly wage.

PUBLIC SAFETY Compensation Plan – FY08 Budget

Grade	Position
PS-1	Vacant
PS-2	Basic Call Fire Fighter Lt. Fire Fighter Part-time Dispatcher*
PS-3	Part-time Fire Clerk Part-time Reserve Clerk* Captain Fire Fighter
PS-4	Full time Dispatcher
PS-5	Assistant Fire Chief Deputy Fire Chief
PS-6	Part-time EMT (on call)
PS-7	Part-time Nurse Full-time 9/11 Trainer
PS-8	Full-time Fire/EMT
PS-9	Administrative/Secretary/Dispatcher

* Police part-time position have a one year probationary period.

COLA Increase% **2.50%**

	1	2	3	4	5	6	7	8	9	10
1										
2	$11.94	$12.21	$12.48	$12.77	$13.05	$13.35	$13.65	$13.95	$14.27	$14.59
3	$14.34	$14.66	$14.99	$15.33	$15.67	$16.03	$16.39	$16.76	$17.13	$17.52
4	$15.77	$16.13	$16.49	$16.86	$17.24	$17.63	$18.03	$18.43	$18.85	$19.27
5	$16.55	$16.93	$17.31	$17.70	$18.09	$18.50	$18.92	$19.34	$19.78	$20.22
6	$17.38	$17.78	$18.18	$18.58	$19.00	$19.43	$19.87	$20.31	$20.77	$21.24
7	$18.26	$18.67	$19.09	$19.52	$19.95	$20.40	$20.86	$21.33	$21.81	$22.30
8	$19.17	$19.60	$20.04	$20.49	$20.95	$21.42	$21.91	$22.40	$22.90	$23.42
9	$20.14	$20.59	$21.06	$21.53	$22.02	$22.51	$23.02	$23.54	$24.07	$24.61

*All employees currently in the PS compensation classification who are currently receiving an hourly wage higher than that presented above for their relevant grade and step, shall remain at their current hourly wage until such time that the compensation plan exceeds their current hourly wage.

PASSED BY MAJORITY VOICE VOTE.

Article 7: Recurring Business

The Town voted to approve the Recurring Business Items as printed in the Warrant.

A. Assessor's To Work Additional Hours: The Town voted to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for Fiscal Year 2008.

B. Ambulance Receipts Reserved for Appropriation: The Town voted to reserve all receipts received by the Town from ambulance user charges, user billings, and ambulance donations and gifts to the Ambulance Receipts Reserved Account.

C. Simon Fairfield Public Library: The Town voted to require that all funds received in Fiscal Year 2008 from State Aid Grants for the Public Library be transferred to a Special Account for the Simon Fairfield Public Library.

D. State and Federal Grants: The Town voted to authorize the Board of Selectmen to apply for and accept State or Federal grants they deem beneficial to the Town, provided that the Board of Selectmen shall hold a public hearing prior to the Board's acceptance of any such grant, if said grant requires the Town to meet future conditions or requirements.

E. Separate Account Funds: The Town voted to continue the following account funds and to authorize the expenditure of funds from said fund for the below indicated purposes and not to exceed amount.

#	Department	Receipts	Expenditures
1	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2008 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Five Hundred dollars **($500)** for the purpose of purchasing books, films and other library supplies and materials.
2	Home Composting Program pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the Home Composting Program	The Board of Health may expend a sum not to exceed two thousand five hundred dollars **($2,500)** for the purpose of operating the Home Composting Program.

F. Acceptance of Chapter 90: The Town voted to authorize to accept and enter into contracts for the expenditure of funds to be allotted by the State under authorization of Chapter 90 of the Massachusetts General Laws (as pertaining to Highway Funds), for the construction, reconstruction and improvement of Town roads, said funds may be borrowed in anticipation of State Revenue, and expended without further appropriation under the direction of the Highway Superintendent with the approval of the Board of Selectmen.

G. Compensating Balance Agreements: The Town voted to authorize the Treasurer to enter into a compensating balance agreement or agreements for Fiscal Year 2008 pursuant to MGL Chapter 44 § 53F.

PASSED BY MAJORITY VOICE VOTE.

Article 8: Acceptance of Easements

The Town voted to authorize the Board of Selectmen to acquire by gift, an easement or easements for the purpose of construction, installation, maintenance and repair of municipal drainage, sewer and water systems, and roadway.

PASSED BY MAJORITY VOICE VOTE.

Article 9: Adoption of Revised FY 08-13 Capital Improvement Plan

The Town approved the Town of Douglas FY 08 – 13 Capital Improvement Plan as submitted by the Capital Improvement Committee, and to transfer the sum of **$128,197** from the Stabilization Account, and to transfer the sum of **$60,300** from Free Cash, and to transfer the sum of **$5,000** from Article 1 of the Special Town Meeting of November 7, 2005, ADA Self Evaluation & Transition Plan, and to transfer the sum of **$19,630** from Article 2 of the Annual Town Meeting of May 16, 2005, North Street Bridge, and to transfer the sum of **$12,373** from Article 2 of the Annual Town Meeting of May 16, 2005, Library Air Conditioning for a total sum of **$225,500** to fund the FY08 Capital Plan.

Finance Committee: "RECOMMEND Capital Plan with removal of new Sidewalk Construction and Front End Loader using $60,300 – Free-cash, $37,000 – transferred from other projects, and $128,200 – from the Stabilization Account, for a total amount of $225,500."

Department	Item	Cost
Community Development	NPDES Permit (year 3 or 3)	$20,000
Fire Department	Pagers, Portables, Radios, Encoders	$15,000
~~Community Development~~	~~New Sidewalk Construction~~	~~$20,000~~
Cemetery Commission	Pine Grove Cemetery Fencing	$10,400
Highway Department	Dump Truck with Plow & Sander	$131,000
~~Highway Department~~	~~Front End Loader~~	~~$120,000~~
Fire Department	Fire Station Exhaust System	$49,100
	~~Total~~	~~$365,500~~
	Total	**$225,500**

PASSED BY UNANIMOUS VOICE VOTE. (2/3 required)

Article 10: Planning Board & Engineering – MGL Chapter 44, § 53E ½

The Town voted to authorize a Planning Board and Engineering Revolving Fund in accordance with MGL Chapter 44, Section 53E ½ . The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting and project review fees and the funds may be expended without further appropriation by the Planning Board or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed **$50,000.**

PASSED BY MAJORITY VOICE VOTE.

Article 11: Conservation – MGL Chapter 44, § 53E ½

The Town voted to authorize a Conservation Revolving Fund in accordance with MGL Chapter 44, Section 53E ½. The purpose of this Fund is to cover the cost of consulting charges and project review costs; funding will come from application fees, consulting and project review fees and the funds may be expended without further appropriation by the Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed **$50,000**.

PASSED BY MAJORITY VOICE VOTE.

Article 12: ZBA – MGL Chapter 44, § 53E ½

The Town voted to authorize a Zoning Board of Appeals Revolving Fund in accordance with MGL Chapter 44, Section 53E ½. The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting and project review fees and the funds may be expended without further appropriation by the Zoning Board of Appeals for such consulting and project review costs. Expenditures from the fund may not exceed **$50,000.**

PASSED BY MAJORITY VOICE VOTE.

Article 13: Acceptance of Pine Grove Cemetery.

The Town authorized the Board of Selectmen to acquire by gift from the Second Congregational Church that parcel of land known as Pine Grove Cemetery in the Town, described in the deed recorded with the Worcester County Registry of Deeds in Book 1248, Page 46 as land to be used only for cemetery purposes.

PASSED BY MAJORITY VOICE VOTE.

Article 14: Acceptance of M.G.L. Chapter 43D

The Town voted to accept the provisions of G. L. Chapter 43D pursuant to Section 11 of Chapter 205 of the Acts of 2006, and to approve the filing of a formal proposal with the Interagency Permitting Board for the designation of the parcel(s) of land located in the area of Route 16 near the Webster Town Line and in the area of Gilboa Street near the Uxbridge Town Line and shown on Assessors' Map 113, Lot 2, Map 115, Lot 5, Map 205, Lots 2 and 3, Map 206, Lots 1 and 2, Map 207, Lots 1 and 2, and Map 230, Lot 2, as priority development sites.

PASSED BY MAJORITY VOICE VOTE.

Article 15: Acceptance of M.G.L. Chapter 39 Section 23D

The Town voted to accept Chapter 39 Section 23D of the Massachusetts General Laws relative to allowing board members to participate and vote as part of an adjudicatory hearing even if the Board member has a single absence during a hearing process.

PASSED BY MAJORITY VOICE VOTE.

Article 16: Acceptance of M.G.L. Chapter 59 Section 5L

The Town voted to accept the provisions of Chapter 260, Section 12 of the Acts of 2006, which amends Chapter 59 of the Massachusetts General Laws by inserting new Section 5L which allows that any taxes due under this chapter by a member of the Massachusetts National Guard or reservist to be deferred while that member is on active service outside the Commonwealth and for the next 180 days after that service with no interest or penalties assessed for any period before the expiration of those 180 days.

PASSED BY MAJORITY VOICE VOTE.

Article 17: FEMA Flood Plain Map

The Town voted to amend the Zoning Bylaws by adding a map entitled "FEMA Flood Map of Douglas, Massachusetts" which is on file with the Town Clerk, and the following language to the end of the first paragraph of Section 8.3.2.1 Floodplain District Boundaries:

"The map entitled "FEMA Flood Map of Douglas, Massachusetts" and adopted at the May 7, 2007 Annual Town Meeting, on file with the Town Clerk further delineates the boundaries of the district but does not supersede the FEMA FIRM map that this bylaw applies to. It simply provides a level of clarity that may not exist on the FEMA FIRM maps. This map is hereby made part of this By-law."

PASSED BY UNANIMOUS VOICE VOTE. (2/3 required)

Article 18: Amendment to Administration and Finance Bylaw

The Town voted to amend Section 5(b) of Article 2 of the General Bylaws by deleting the words "on or about April 1st" and inserting the words "by the date of the Annual Election".

PASSED BY MAJORITY VOICE VOTE.

Article 19: Personnel Bylaw

The Town voted to delete the Personnel By-Law in its entirety and replace with the By-law language as written in the Warrant, and that such change shall be effective July 1, 2007.

DOUGLAS PERSONNEL BYLAW

As Proposed By Personnel Board for May 2007 Town Meeting

DOUGLAS PERSONNEL BYLAW
TABLE OF CONTENTS

	ITEM	PAGE
I.	GENERAL PROVISIONS Purpose, Application, Bylaw Superiority, Severability	3
II.	CREATION OF THE PERSONNEL BOARD	3-5
III.	COOPERATION OF PERSONNEL BOARD WITH OTHER COMMITTEES/BOARDS	5
IV.	DEFINITIONS	5
V.	EMPLOYEE BENEFITS	6-10
VI.	PERSONAL LEAVE	10

I. GENERAL PROVISIONS

A. PURPOSE:

The provisions of this Personnel Bylaw (herein referred to as the Bylaw) shall be for the purpose of providing, creating and supervising personnel policies in the Town of Douglas, Massachusetts.

B. APPLICATION:

The Bylaw shall apply to all employees, except those positions filled by popular election, those under contract, those covered by a collective bargaining agreement, and those under the direction and control of the School Committee. The Bylaw and Personnel Policies and Procedures may be used as a guide for authorized officials in determining the compensation of and personnel policies for the exempted employees listed above. The Bylaw shall go into effect no later than thirty (30) days from the date of its adoption.

C. BYLAW SUPERIORITY:

This Bylaw supersedes any policies, directives or personnel procedures now in effect, unless otherwise provided for or mandated by law.

D. **SEVERABILITY:**

Should any portion, section, or provision of this Bylaw be found invalid for any reason, that finding shall not affect the validity and force of any other section, portion, or provision of this Bylaw.

II. **CREATION OF THE PERSONNEL BOARD:**

A. There shall be an unpaid Personnel Board consisting of five (5) town residents to be appointed as follows:

Two (2) members by the Board of Selectmen. The initial appointments shall be one for two (2) years and one for three (3) years.

Two (2) members by the Finance Committee. The initial appointment shall be one for two (2) years and one for three (3) years.

One (1) member by the Town Clerk for one year initially.

All members of the Personnel Board should not be in conflict with any provisions of the Massachusetts Conflict of Interest Law M.G.L. 268A. After the initial terms expire; all appointments will be for three (3) year terms. Any member may be reappointed. In the event of a vacancy on the Board, it shall be filled by the same appointing authority for the unexpired term.

B. In making these appointments, the appointing authority shall give consideration to the personal qualifications of those citizens who will best meet the responsibility of the Board to represent both Town employees and taxpayers. If possible, the make-up of the Board shall consist of people who are familiar with the principles and experienced in the methods and practices of labor relations and personnel administration.

C. Forthwith after its appointment, and annually, a majority of the Board shall meet and organize by electing a chairman, vice chairman and secretary. A majority of the Board shall constitute a quorum for the transaction of business. A majority of the Board shall determine the action the Board must take on all matters which it is authorized or required to act upon under this bylaw.

D. The Board shall be vested with all the powers and duties specified in the General Laws of the Commonwealth, Chapter 41, Section 108C.

E. The Board shall be vested with the authority to promulgate such rules and regulations as are necessary for the proper administration of this Bylaw and any classification and compensation plans adopted hereunder.

F. The Personnel Board shall appoint a Personnel Assistant, who is not a member of the Board, who shall be responsible for the administration of this Bylaw and any classification and compensation plans and such rules and regulations regarding such plans as may be promulgated by the Personnel Board. The Personnel Assistant shall maintain adequate personnel records of all employees occupying positions subject to this Bylaw and any classification and compensation plans. He or she shall furnish the Board with information and make recommendations as to initial classification, approval of reports, the settlement of grievances, and any other actions relevant to this Bylaw.

G. The Personnel Board secretary shall keep proper and adequate records of said meetings and hearings.

H. The Personnel Board secretary shall record decisions of the Board and advise affected department and employee in each instance. He or she shall work under the authority and direction of the Board in implementing and administering the provisions of this Bylaw.

I. The Board may adopt rules and regulations, consistent with the provisions of this Bylaw, for the conduct of any hearing before it.

J. The Board shall establish a classification and compensation plan and shall review it annually. The Board shall recommend action necessary to maintain said plan and/or policies fairly and equitably. Said recommendations may take the form of an article on the warrant for consideration by any annual or special town meeting, provided that such action is in conformance with general bylaws of the Town. Such recommendations shall be made available for use by all departments in preparing their annual budgets.

K. The Board shall maintain written job descriptions and specifications of the classes in the classification plan for the administration of this Bylaw.

L. The Board shall make an annual report in writing, which shall be included in the annual Town Report.

M. The Board in carrying out its duties under this Bylaw shall exercise the town policy of equal employment opportunity.

N. The Personnel Board has the authority to establish and amend the Personnel Policies and Procedures for the Town subject to final approval by the Board of Selectmen. The Personnel Board prior to such amendments to the Personnel Policies and Procedures becoming effective will hold a public hearing.

III. **COOPERATION OF PERSONNEL BOARD WITH OTHER COMMITTEES AND BOARDS:**

The Personnel Board, upon request shall confer with the Board of Selectmen and Finance Committee, in regards to wages, salaries, hours and conditions of employment of town employees.

IV. **DEFINITIONS:**

"Full-time employee," an employee regularly scheduled to work a minimum of thirty (30) hours per week for fifty-two (52) weeks per year.

"Regular Part-time employee," an employee regularly scheduled to work twenty (20) to twenty-nine (29) hours per week.

"Limited Part-time employee," an employee that works fewer than 20 hours per week.

All other definitions as listed in the Town of Douglas Personnel Policies and Procedures

V. EMPLOYEE BENEFITS:

A. VACATION

A vacation week is based on the number of days an employee normally works in a scheduled week.

For regular full-time employees and department heads, paid vacation and personal days are as follows:

Years of Service	Vacation , Weeks	Personal days
1	1	3
2	2	3
5	3	3
10	4	3
15	5	3
20	6	3

For regular part-time employees, paid vacation and personal days are as follows:

Years of Service	Vacation, Weeks	Personal days
1	1	2
2	2	2
5	3	2
12	4	2

For limited part-time employees, paid vacation and personal days are as follows:

Years of Service	Vacation, weeks	Personal days
1	1	0
2 or more	2	0

Employees wishing to use vacation time shall submit a request in writing to the department head at least two weeks in advance of the time to be used, unless the supervisor agrees to shorter notice. Department heads shall submit written requests to the appointing authority at least two weeks in advance of the time to be used, or as directed by the appointing authority.

B. HOLIDAYS

Regular full-time and part-time employees shall be entitled to the holidays as follows:

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Patriots Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day

- Veteran's Day
- Thanksgiving Day
- ½ day Christmas Eve + Christmas Day

If a holiday falls on Saturday, the holiday will be observed on Friday for employees who normally work on Friday. If the holiday falls on Sunday, the holiday will be observed on Monday for employees who normally work on Monday.

Holiday pay for full-time, non-exempt employees shall be paid at the scheduled hours for that day. Holiday pay for part-time employees shall be the prorated schedule of hours. Temporary seasonal employees shall not receive holiday pay.

Non-exempt full-time and part-time employees performing their official duties on a holiday and employees performing emergency work on a holiday shall be paid at the rate of one and one-half times their basic hourly rate of compensation.

SICK DAYS

A full-time or part-time employee may be granted non-occupational sick leave with full pay as follows. Employees will begin accruing sick leave from their date of hire, however, will not be eligible to utilize until completion of the probationary period. Subsequent accrual will be based on a fiscal year. Sick leave shall be credited monthly at a rate of 1.25 days per month after each month of employment and may be rolled over from fiscal year to fiscal year at a maximum of 120 days. Employees who are off the payroll for more than one day in the month shall not be credited with sick leave for that month, unless under the provisions of FMLA.

Additionally, any permanent full-time or part-time employee who has accrued a minimum of 8 sick days may join the Sick Leave Bank and must contribute a minimum of 3 days (or hours equivalent to 3 normal work days) during their initial enrollment year and at least 1 sick day (or equivalent hours) per year thereafter. New employees are eligible to join after 7 months of employment if they have accrued 8 sick days. The total contribution of sick days is at the discretion of each employee. No contributed sick days shall be returned to the employee upon withdrawal from the Sick Leave Bank. Sick Bank Utilization Request form attached as *Attachment E*.

C. TUITION REIMBURSEMENT

Full time regular employees who have worked for the Town for at least one year are eligible for reimbursement for tuition, registration fees, and books for work-related courses which serve to improve their knowledge and skills related to their position with the Town. Reimbursement will be at an annual maximum of $2,000.00.

Approval for the particular course must be requested prior to enrollment in order to be eligible for the reimbursement, and in order to qualify must have the recommendation of the department head and the approval of the Board of Selectmen. Approval is subject to sufficient municipal funds.

Reimbursement shall be made subject upon successful completion of the course or program. The Town may require the employee to sign an agreement to remain with the Town for a period of up to two years after completion of the course, or else be willing to reimburse the Town for the funds.

"Successful completion" of a course shall mean a minimum grade of C or equivalent.

Reimbursement: To receive reimbursement you must submit a fully executed copy of the Educational Assistance Request Form. Forms can be found in the Personnel Policies and Procedures For The Town of Douglas, (Attachment F) along with proof of payment to the educational institution with official grade utilizing the Expense Report (Attachment G).

E. BEREAVEMENT LEAVE

Every full-time and part-time employee shall be entitled to a maximum of five days absence without loss of pay in case of death of a member of his or her immediate family. "Immediate family" is defined as: spouse, child. A maximum of three days absence without loss of pay in the case of death of any other family member which would include parent, brother, sister; parent of spouse, grandparent, brother-in-law, sister-in-law, and grandchild or a person living in the employee's household;

An exception to above can be made at the discretion of the department head.

VI. PERSONAL LEAVE:

All full-time employees are entitled to three (3) days of personal leave with pay each fiscal year to be earned and taken in the same manner as vacation benefits for the purpose of attending to personal business which unavoidably conflicts with the employee's work schedule or to observe religious holidays. Except in circumstances that prevent advance notice, employees shall request leave at least seventy-two (72) hours in advance. Personal leave that is not utilized by June 30th of the year in which it is credited shall be forfeited.

PASSED BY MAJORITY VOICE VOTE.

The meeting was dissolved at 9:02 PM.

A True Copy, ATTEST: Christine E. G. Furno, Town Clerk

SUMMARY
May 7, 2007

MONEY TO BE RAISED & APPROPRIATED (from tax levy):		
Articles 1, 2, & 3	General Government	$20,195,383
MONEY TO BE TRANSFERRED:		
Articles 1,2, & 3	from Free Cash	$600,000
	from Stabilization Acct.	171,500
	from Ambulance Receipts	268,405
	from Chamberlain Land Account	21,852
	from Reserve for Debt Acct. (BVT)	63,350
	TOTAL	$1,125,107
ENTERPRISE FUND (Transfer Station)		
Articles 4	Raise and Appropriate from Transfer Station charges and fees	$272,000
	Transfer from Transfer Station retained earnings	15,960
	TOTAL TRANSFER STATION	$287,960
ENTERPRISE FUND (Water/Sewer):		
Article 5	Raise and Appropriate from Water/Sewer charges and fees	$958,095
	Transfer from Water/Sewer retained earnings	37,500
	TOTAL WATER/SEWER	$995,595
REVOLVING ACCOUNTS:		
Article 7	Simon Fairfield Library Board of Trustees	$500
	Board of Health – Home Composting Program	2,500
Article 10	Planning Board 53E ½	50,000
Article 11	Conservation 53E ½	50,000
Article 12	Zoning Board of Appeals 53E ½	50,000
MONEY TO BE TRANSFERRED (Capital Improvement Plan):		
Article 9	from Stabilization Account	$128,197
	from Free Cash	60,300
	from Art. 1 STM 11/7/05, ADA Self Evaluation & Transition Plan	5,000
	from Art. 2 ATM 5/16/05, North Street Bridge	19,630
	from Art. 2 ATM 5/16/2005, Library Air Conditioning	12,373
	TOTAL	$225,500

ANNUAL TOWN ELECTION
TUESDAY, MAY 8, 2007

The following were sworn to faithful performance of their duties as election officers for Precinct One: Ballot Box Attendant - Harold Gjeltema; Ballot Clerks - BettyAnn McCallum, Lois Garrison; Ballot Checkers - Elaine Kelly, Patricia Koslak; Ballot Counter/Tabulator – Christine E.G. Furno.

The following were sworn to faithful performance of their duties as election officers for Precinct Two: Ballot Box Attendant – Felix Yacino; Ballot Clerks - Anne Burgess, Betty Yacino; Ballot Checkers - Maryann Lees, Monica Prunier; Ballot Counter/Tabulator – Eileen F. Damore.

The warrant was read by the Town Clerk, Christine E.G. Furno and the polls were opened at 8:00 a.m. The Town of Douglas voted as follows:

TAX COLLECTOR – 3 years	PCT 1	PCT 2	TOTAL
Blanks	104	116	220
Pamela A. Carter	406	464	**870**
Write-In/Other	2	6	8
TOTAL	**512**	**586**	**1098**

SELECTMEN – 3 years (vote for 2)			
Blanks	75	79	154
Shirley M. Mosczysnki	235	282	517
John P. Bombara	261	327	**588**
Pamela R. Holmes	205	195	400
Scott J. Medeiros	248	288	**536**
Write-In/Other	0	1	1
TOTAL	**1024**	**1172**	**2196**

ASSESSOR – 3 years			
Blanks	161	199	360
Scott A. Meizen	345	387	**732**
Write-In/Other	6	0	6
TOTAL	**512**	**586**	**1098**

SCHOOL COMMITTEE – 3 years (vote for 2)			
Blanks	436	466	902
Margaret V. Reed	312	383	**695**
Michael R. Belleville	270	320	**590**
Write-In/Other	6	3	9
TOTAL	**1024**	**1172**	**2196**

AGENT MOSES WALLIS – 1 year			
Blanks	137	150	287
Betty A. Therrien	371	434	**805**
Write-In/Other	4	2	6
TOTAL	**512**	**586**	**1098**

TRUSTEE PUBLIC LIBRARY – 3 years			
Blanks	170	186	356
Tess M. Cooney	337	399	**736**
Write-In/Other	5	1	6
TOTAL	**512**	**586**	**1098**

CEMETERY COMMISSION – 3 years			
Blanks	28	36	64
Shirley J. Cooney	279	338	**617**
Keith M. Menard	204	212	416
Write-In/Other	1	0	1
TOTAL	**512**	**586**	**1098**

WATER/SEWER COMMISSION – 3 years	PCT 1	PCT 2	TOTAL
Blanks	141	150	291
Robert A. Josey	366	435	**801**
Write-In/Other	1	0	1
TOTAL	**512**	**586**	**1098**

RECREATION COMMISSION – 3 years (vote for 2)			
Blanks	355	382	737
John J. Furno	360	402	**762**
Robert J. Saster	297	382	**679**
Write-In/Other	12	6	18
TOTAL	**619**	**654**	**1273**

PLANNING BOARD – 5 years (vote for 2)			
Blanks	187	203	390
Joel D. Rosenkrantz	160	198	358
Ebenezer W. Chesebrough	264	336	**600**
David F. St. George	212	214	**426**
David M. Windoloski	201	219	420
Write-In/Other	0	2	2
TOTAL	1024	1172	2196

HOUSING AUTHORITY – 4 years (fill vacancy)			
Blanks	147	191	338
Nicholas A. Christy	361	394	**755**
Write-In/Other	4	1	5
TOTAL	**512**	**586**	**1098**

The polls closed at 8:00 p.m.

A True Copy, ATTEST: Christine E. G. Furno, Town Clerk

SPECIAL TOWN MEETING
Tuesday, November 27, 2007

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Tuesday, November 27, 2007 at 7:03 p.m. There being a quorum present (74 registered voters); the meeting was called to order by the Moderator, Jerome D. Jussaume. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Jerome D. Jussaume and the Town voted as follows:

Article 1. Prior Year Bills

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $444.55 to pay the prior year bill for Internet Intelligence, Inc., or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of $444.55 to the Prior Year Bill Account to pay the prior year bill for Internet Intelligence, Inc.

MOTION PASSED BY UNANIMOUS VOICE VOTE. (9/10TH REQUIRED)

Article 2. Police Wages

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $43,310 to Police Wages, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of $24,580 and transfer from Selectmen Expenses – Reserved for Collective Bargaining the sum of $18,730 for a total sum of $43,310 to Police Wages.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 3. Water & Sewer Department Truck

To see if the Town will vote to transfer from Water & Sewer Retained Earnings the sum of $36,000 to purchase a New Pick-up Truck for the Water & Sewer Department, or take any other action related thereto.

MOTION: I move that the Town vote to transfer from Water & Sewer Retained Earnings the sum of $36,000 to purchase a New Pick-up Truck for the Water & Sewer Department.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 4. Inter-Municipal Agreement

To see if the Town will vote to authorize the Board of Selectmen, pursuant to the provisions of M.G.L. Chapter 40, Section 4A, to enter into an Inter-municipal Agreement with the Town of Sutton on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of providing Senior Van Services to the Towns of Douglas and Sutton, or take any other action related thereto.

MOTION: I move that the Town vote to authorize the Board of Selectmen, pursuant to the provisions of M.G.L. Chapter 40, Section 4A, to enter into an Inter-municipal Agreement with the Town of Sutton on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of providing Senior Van Services to the Towns of Douglas and Sutton.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 5. Senior Van

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $4,000 to Council on Aging Expenses for the operation of a new Senior Van, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of $4,000 to Council on Aging Expenses for the operation of a new Senior Van.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 6. Unemployment

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $20,000 to Unemployment Expenses, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of $20,000 to Unemployment Expenses.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 7. Reserve Fund

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $15,000 to the Reserve Fund, or take any other action related thereto.

MOTION: I move that the Town vote to raise and appropriate the sum of $15,000 to the Reserve Fund.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 8: Intermediate School Building Needs Assessment, Design Services & Repair

To see if the Town will vote to transfer the sum of $26,375 from Article 1 of the Special Town Meeting of March 14, 2001 (Middle/High School Masonry Control), for the purpose of conducting a professional needs assessment, design services, and repair of the Intermediate School, or take any other action related thereto.

MOTION: I move that the Town vote to transfer the sum of $26,375 from (Article 1 of the Special Town Meeting of March 14, 2001) the Middle/High School Masonry Control Account, to an Account for the purpose of conducting a professional needs assessment, design services, and repair of the Intermediate School.

MOTION PASSED BY MAJORITY VOICE VOTE.

Article 9. Personnel By-Law Amendment

To see if the Town will vote to delete the following language from Section V. B of the Personnel By-Law:

> "Holiday pay for full-time, non-exempt employees shall be paid at the scheduled hours for that day. Holiday pay for part-time employees shall be the prorated schedule of hours. Temporary seasonal employees shall not receive holiday pay."

And replace with the following:

> "Holiday pay for full-time and regular part-time, non-exempt employees shall be paid for the hours normally scheduled for that day. Limited part-time and seasonal employees shall not receive holiday pay."

Or take any other action related thereto.

MOTION: I move that the Town pass over this article.

MOTION TO POSTPONE ARTICLE INDEFINITELY PASSED BY MAJORITY VOICE VOTE.

Article 10. Chestnut Street Land Swap

To see if the Town will vote to transfer the care, custody, management and control of the parcel of land known as Assessors' Map 273, Parcel 9, and described in a deed recorded with the Worcester District Registry of Deeds in Book 21239, Page 222, which parcel contains ±91,634 SF, and is shown as Parcel A on the attached Figure 1, from the Treasurer for tax collection purposes, to the Board of Selectmen for the purpose of conveyance, and to authorize the Board of Selectmen to convey the fee ownership in said parcel, upon such terms and conditions, and for such consideration, as the Board of Selectmen may determine, which consideration may be the land hereinafter described;

and further to authorize the Board of Selectmen to acquire the fee ownership in and accept a deed to the Town for the parcel of land shown on the attached Figure 1 as Parcel B (±109,157 SF), presently

owned by Kenneth J. Gosselin and John W. Gosselin as Trustees of J K Realty Trust pursuant to a deed recorded with the Worcester District Registry of Deeds in Book 6583, Page 117, for the purpose of providing access to the parcel of land shown as Parcel A on a plan on file at the Worcester County Registry of Deeds as Plan Book 857 Plan 50, presently owned by Kenneth J. Gosselin and John W. Gosselin as Trustees of J K Realty Trust pursuant to a deed recorded with the Worcester District Registry of Deeds in Book 36593 Page 262, and for such other general municipal purposes as are consistent with such access, upon such terms and conditions as the Board of Selectmen shall determine, but provided that the Town may only acquire Parcel B (Figure 1) if it already owns or is then acquiring Parcel A (as shown on Plan Book 857, Plan 50), or take any other action relative thereto.

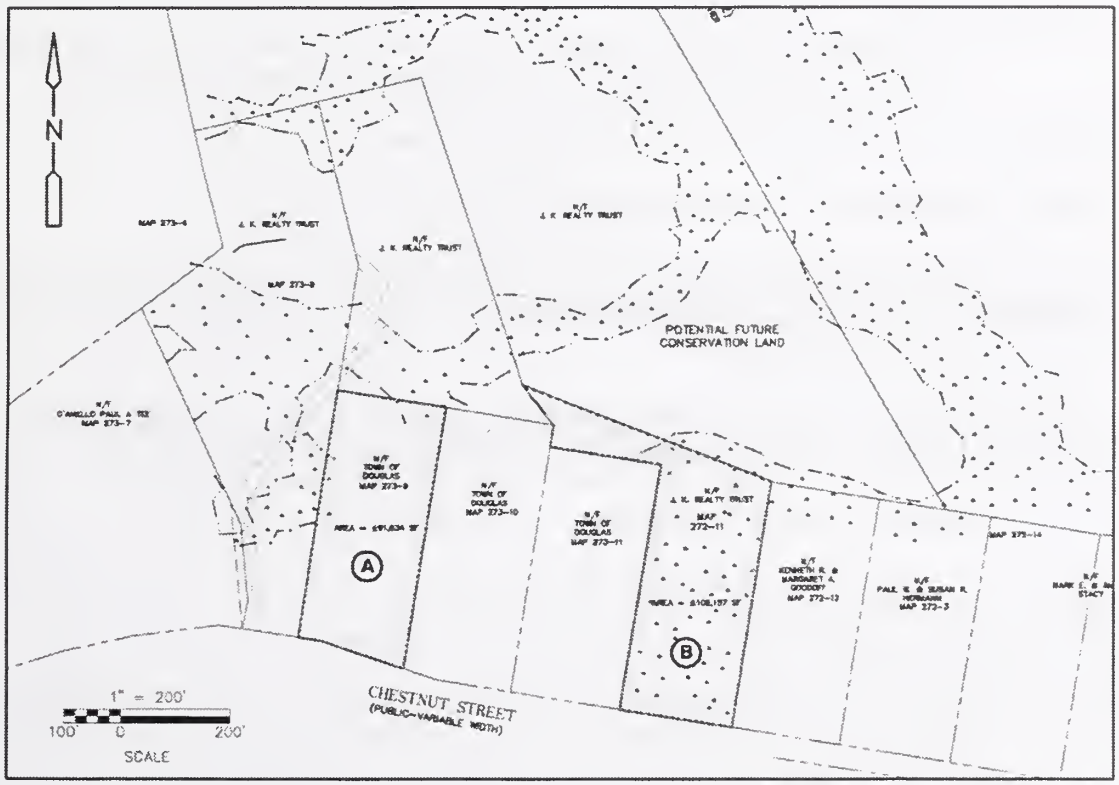


FIGURE 1: CHESTNUT STREET LAND SWAP

MOTION: I move that the Town vote to Passover Article 10.

MOTION TO POSTPONE ARTICLE INDEFINITELY PASSED BY MAJORITY VOICE VOTE.

Article 11. Amend Zoning By-Law "Water Resource Protection Overlay District"

To see if the Town will vote to amend the Zoning By-Law for the Town of Douglas, Massachusetts, and adopt the referenced map as follows:

Section 8.1.5 Establishment

Delete:

"The map entitled "Town of Douglas Massachusetts Aquifer Study: Plate 5" and dated March, 1986, on file with the Town Clerk delineates the boundaries of the district."

And replace with:

"The map entitled "Aquifer Study Map of Douglas Massachusetts" and dated May 7, 2007, on file with the Town Clerk delineates the boundaries of the district."

and to amend the "Zoning Map, Town of Douglas", accordingly, or take any other action related thereto.

(A full color map is on file and available for public viewing at the Town Clerks Office.)

MOTION: I move that the Town vote to amend the Zoning By-Law for the Town of Douglas, Massachusetts, and adopt the referenced map as follows:

Section 8.1.5 Establishment
Delete:

"The map entitled "Town of Douglas Massachusetts Aquifer Study: Plate 5" and dated March, 1986, on file with the Town Clerk delineates the boundaries of the district."

And replace with:

"The map entitled "Aquifer Study Map of Douglas Massachusetts" and dated May 7, 2007, on file with the Town Clerk delineates the boundaries of the district."

and to amend the "Zoning Map, Town of Douglas", accordingly.

MOTION PASSED BY UNANIMOUS VOICE VOTE. (2/3RD REQUIRED)

Article 12. Amend Zoning By-Law as per Ch. 43D's "Expedited Permitting Program"

To see if the Town will vote to:

Amend the Zoning By-Law for the Town of Douglas, Massachusetts, as required by the Town's acceptance of the "Expedited Permitting Program" created by G.L. c. 43D, as follows:

(a) **Section 6.0 "Special Regulations,"** to add the following new Subsection:

"6.6 PRIORITY DEVELOPMENT SITES

6.6.1 Purpose

The purpose of this Section is to further expedite permitting in the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2; and to provide mechanisms for the change of facilities after the issuance of a special permit and/or site plan approval by the Board of Appeals and, if applicable, the Planning Board.

6.6.2 Changes to Special Permits or Approved Site Plans

After the issuance of any special permit or site plan approval for a project or land use in the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2; any proposed change(s) to the plans for the project shall be deemed substantial or insubstantial by the Board of Appeals upon written request by the applicant. The Board of Appeals shall make such determination by a majority vote at a public meeting. Insubstantial changes shall be allowed without the need for further hearing or approval.

1. *Insubstantial Changes.* The following shall be presumed to constitute insubstantial modifications:

- all underground changes;
- any reduction in project size;
- any change in the location of buildings, parking, retaining walls or drainage facilities, provided they do not move closer to a lot line;

- any change in colors and/or style of materials used for exterior construction; and
- the addition of non-habitable accessory structures for storage or other purposes that in a single structure do not exceed 2,000 square feet and, in the aggregate, do not exceed 5,000 square feet.

2. *Substantial Changes.* The following shall be presumed to constitute substantial modifications:

- any change in the composition or number of uses on the site that results in an increase in traffic generation of more than 5% above the vehicle trips identified in the record documents;
- any change in the location of buildings, roadways, parking areas and other accessory structures that decrease the setbacks from lot lines indicated in the record documents;
- any increase in the number of parking spaces beyond the number(s) indicated in the record documents;
- any change that results in a net reduction of open space or lot coverage from that indicated in the record documents, with the exception of accessory structures defined as non-habitable above;
- any change to the building(s) or grading that increases building height beyond that indicated in the record documents;
- any changes to the building(s) that increases the total floor area of the project beyond that indicated in the record plans; and
- any change to the architectural character of the building(s), as indicated in the record documents.

Where a modification is deemed substantial, the same standards and procedures applicable to an original application for a special permit or site plan review shall apply to said modification, and a public hearing shall be required by the Board of Appeals.

6.6.3 Change of Use

After the issuance of any special permit or site plan approval for a project or land use in the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2; the following procedures shall govern a change of use therein:

1. *Change of Permitted Use to Another Permitted Use.* A use available as of right in the applicable zoning district may be changed to another use available as of right in said zoning district without modification of the special permit or approved site plan, provided that none of the thresholds in Section 6.6.2(2), above, are triggered.

2. *Change of Permitted Use to Use Available by Special Permit.* A use available as of right in the applicable zoning district may be changed to another use available by special permit in said zoning district without modification of the special permit or approved site plan, provided that none of the thresholds in Section 6.6.2(2), above, are triggered.

3. *Change of Use Authorized by Special Permit to Another Use Authorized by Special Permit.* A use authorized by special permit in the applicable zoning district may be changed to another use available by special permit in said zoning district without modification of the special permit or approved site plan, provided that none of the thresholds in Section 6.6.2(2), above, are triggered."

(b) **Section 8.0 "Overlay Districts," Subsection 8.1 "Water Resource Protection Overlay District," Subsection 8.1.9 "Procedures for Issuance of Special Permits,"** *which presently reads*: "1. This Special Permit procedure must precede the granting of any other required permit by the Town of Douglas," ***to read as follows***: "1. This Special Permit procedure must precede the granting of any other required permit by the Town of Douglas; provided, however, that in the Priority Development Sites (PDS), as designated by Town

Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2, said procedure shall be commenced and an application considered simultaneously with any other special permit or site plan review application submitted to the Board of Appeals, with all hearings on said applications held before joint session(s) of the Planning Board and the Board of Appeals."

(c) **Section 9.0 "Administration and Procedures," Subsection 9.4 "Site Plan Review," Subsection 9.4.1 "Applicability,"** *which presently reads*:

"The following types of activities and uses require site plan review by the Board of Appeals:

1. Construction, exterior alteration or exterior expansion of, or change of use within, a municipal, institutional, commercial, industrial or multi-family structure involving more than 500 square feet;

2. Construction or expansion of a parking lot for a municipal, institutional, commercial, industrial or multi-family structure or purpose;

3. Grading or clearing more than ten percent (10%) of a lot, except for the following: landscaping on a lot with an existing structure or a proposed single or two family dwelling; clearing necessary for percolation and other site tests; work incidental to agricultural activity; work in conjunction with an approved subdivision plan; or work pursuant to an earth removal permit."

to read as follows:

"The following types of activities and uses require site plan review by the Board of Appeals:

1. Construction, exterior alteration or exterior expansion of, or change of use within, a municipal, institutional, commercial, industrial or multi-family structure involving more than 500 square feet;

2. Construction or expansion of a parking lot for a municipal, institutional, commercial, industrial or multi-family structure or purpose;

3. Grading or clearing more than ten percent (10%) of a lot, except for the following: landscaping on a lot with an existing structure or a proposed single or two family dwelling; clearing necessary for percolation and other site tests; work incidental to agricultural activity; work in conjunction with an approved subdivision plan; or work pursuant to an earth removal permit.

Provided, however, that site plan review shall not be required for any project or land use located on the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2; where said project or land use requires a special permit in the applicable zoning district."

or take any other action relative thereto.

MOTION: I move that the Town vote to adopt Article 12, **Subsection (b) only**.

MOTION PASSED BY UNANIMOUS VOICE VOTE. (2/3RD REQUIRED)

Article 13. Amend General Bylaws as per Ch. 43D's "Expedited Permitting Program"

To see if the Town will vote to:

Amend the Town of Douglas General Bylaws, as required by the Town's acceptance of the "Expedited Permitting Program" created by G.L. c. 43D, as follows:

(a) **Article 8 "Wetland By-Law," Section 2, Paragraph 2, Sentence 1,** *which presently reads*: "Such application may be identical in form to a Notice of Intention filed pursuant to Mass. General Laws, Chapter 131, Section 40, shall be sent by certified mail to the Douglas Conservation Commission, and must be filed concurrently with or after applications for all other variances and approvals required by the Zoning By-Law, the Subdivision Control Law or any other bylaw or regulation have been obtained," ***to read as follows:*** "Such application may be identical in form to a Notice of Intention filed pursuant to Mass. General Laws, Chapter 131, Section 40, shall be sent by certified mail to the Douglas Conservation Commission, and must be filed concurrently with or after applications for all other variances and approvals required by the Zoning By-Law, the Subdivision Control Law or any other bylaw or regulation have been obtained; provided, however, that such application shall be filed concurrently with an application for a special permit and/or site plan review for any project located on the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2."

(b) **Article 8 "Wetland By-Law," Section 3,** to add the following new sentence at the end thereof: "A public hearing on a permit application for work proposed the Priority Development Sites (PDS), as designated by Town Meeting pursuant to G.L. c. 43D and identified in the Assessor's records as Map 113, Lot 2; Map 115, Lot 5; Map 205, Lots 2-3; Map 206, Lots 1-2; Map 207, Lots 1-2; and Map 230, Lot 2; shall normally be closed within 120 days."

or take any other action relative thereto.

MOTION: I move that the Town vote to amend the General Bylaws as written in the Warrant.

MOTION PASSED BY MAJORITY VOICE VOTE.

Motion made and seconded to dissolve meeting.

Meeting dissolved at 7:41 PM.

A True Copy, ATTEST: Christine E. G. Furno, Town Clerk

SUMMARY
November 27, 2007

MONEY TO BE RAISED AND APPROPRIATED:

Article 1:	Prior year bills	$ 444.55
Article 2:	to Police Wages	24,580.00
Article 5:	to Council on Aging Expenses (New Senior Van)	4,000.00
Article 6:	to Unemployment Expenses	20,000.00
Article 7:	to Reserve Fund	15,000.00
		$ 64,024.55

MONEY TO BE TRANSFERRED:

Article 2:	from Selectmen Expenses (Reserved for Police Wages)	$ 18,730
Article 3:	from Water & Sewer Retained Earnings (Purchase New Pick-Up)	36,000
		$ 54,730

MONEY TO BE TRANSFERRED: (from Art. 1 STM 3/14/01 Middle/High School Masonry Control Account)

Article 8:	to an Acct. to conduct professional needs assessment, design services, and repair to Int. School	**$ 26,375**

VITAL STATISTICS
MARRIAGES



JANUARY

14 Thomas M. Couture and Colleen M. Logan

MARCH

17 Shawn M. O'Grady and Brigid A. Toomey

APRIL

22 Steven P. Davis and Jennifer A. Barents

MAY

26 Brian D. Claypool and Courtney J. Tebo
26 Matthew T. Curtis and Suzanne L. Weber
27 Ronald A. Fortier Jr. and Sara L. Makela

JUNE

2 Michael D. Bren and Heather J. D'Urso
11 Alfred C. Borghi and Susan F. Laczka
15 Jeffrey T. Kraby and Sheri L. Chassie
16 Kent F. Vinson and Julie A. LaFlamme
16 Stephen E. Gruner and Dianna L. Penno
29 Michael J. Hughes and Virginia M. Clark
30 Robert A. Dunlevy Sr. and Dianna L. Jameson
30 Nicholas A. Mello and MaryBeth McCallum

JULY

3 Michael S. Martinsen and Robyn M. Doiron
7 Edward S. Weise Jr. and Ricky W. Cusson
7 Michael E. Alvaro and Devon M. Cnossen
16 Kenneth McNickles and Brenda Haglund
21 Richard D. Pellon and Lisa K. Grenier

AUGUST

3 Aaron McLaughlin and Jill A. Menard
11 Michael E. Cahill and Brenda F. Wise
25 Frank R. Yacino and Dawn E. Branciforte

SEPTEMBER

8 Arthur R. Rich Jr. and Carol R. Lusietto
15 Joseph M. Manning and Catherine J. Woodland
15 Michael A. Smeglin and Carrie A. Perreault
15 Laury C. Nelson and Coleen A. Fournier
22 William C. Smith and Stephanie L. Stockwell
22 Richard A. Clabaugh and Monica A. Aube
29 Francis G. Magowan and Cynthia M. LaParle

OCTOBER

19 Kieran F. Carr and Kristen Harris
28 William T. Seaver III and Michelle E. Heaton

DECEMBER

16 Patrick J. Mistler and Lisa A. McNeill

VITAL STATISTICS
BIRTHS



JANUARY

11 SARAH ISABELLE HARNEY
Thomas A. and Kimberly L. (Drew)

18 CHRISTIAN ALEXANDER SORIANO
Vernon D. and Ashlee N. (Dulac)

18 AIDEN RICHARD CONNELL
Gerard J. and Beth A. (Shurtleff)

20 DEANNA ROSE DUNLEAVY
Mark W. and Debra A. (Salmon)

21 ARIELLA LEE COHEN
Mitchell S. and Alysa G. (Green)

30 KAITLIN SHEA SULLIVAN
Michael J. and Kelly S. (Jussaume)

31 JACOB DANIEL WHITE
Christopher D. and Kelly J. (Gould)

FEBRUARY

1 DESTINY ANNETTE DESMARAIS
Mark S. and Billie-Jo B. (Chambers)

14 MADISON KELLY MAYNARD
Christopher P. and Melissa K. (Robillard)

16 ERIN FRANCES PICANSO
Matthew J. and Colleen A. (McGuire)

24 ABIGAIL RENAUD ROXO
Agostinho P. and Jennifer E. (Renaud)

MARCH

1 GWENDOLYN HELENORA STEVENS
Christopher M. and Jodi H. (Fitzpatrick)

6 EMILY KATRINA MUNIZ
Robert C. and Betty M. (Kelley)

8 MATTHEW JAMES DEAN
James J. and Lisa A. (Roy)

9 STEPHANIE GAYLE BARCH
Steven J. and Rebecca G. (Perry)

12 ANNA ROSE SULLIVAN
Brian M. and Shannon L. (Prescott)

MARCH - continued

15 **BENJAMIN ANTHONY FURNO**
Nicholas A. and Emily S. (Adam)

15 **NATHANAEL DAVID FURNO**
Nicholas A. and Emily S. (Adam)

19 **REAGAN TURNER McGRATH**
Brian M. and Errion L. (Turner)

22 **DALE VINCENT BOUDREAU**
Joey K. and Beth A. (Sterczala)

30 **DELANEY LAURILLY CHASE**
David R. and Jennifer A. (Mindes)

APRIL

3 **JUSTIN MICHAEL RUIZ**
Peter E. and Kimberlee K. (Kakela)

5 **DARREN JUSTICE OLIVER**
Justin S. and Rebecca (Burnat)

10 **DYLAN MICHAEL LEEDS**
Michael A. and Karen A. (Potty)

19 **ELLA JADE HOULE**
Justin S. and Sarah L. (Orphin)

30 **MATTHEW JAMES HANZEL**
Steffen L. and Michelle E. (Millman)

MAY

1 **QUINNLAN ELFRIEDE RICE**
Dennis H. and Kelley G. (Gamble)

9 **MICHAEL ANDREW BARBARO**
David J. and Suzanne T. (Lanord)

9 **ADDISON ELIZABETH TAYLOR**
Neal R. and Christine M. (Willar)

18 **AVA GAIL HAIRE**
Colin H. and Christine M. (Cahill)

26 **CAROLINE AMELIA YOUNG**
Jeffrey J. and Lisa L. (Turcotte)

JUNE

1 **RYAN JAMES DUBE**
Gregg L. and Sue Ellen (Ralphs)

5 **ALANNA MICHELLE WAGNER**
Adam H. and Trudi L. (Salo)

15 **MICAH ANDREW HIBBARD**
Myles A. and Aimee L. (Charpentier)

19 **JOSHUA DAVID BLANCHETTE**
David M. and Laura A. (Wentling)

JULY

11 ZACHARY MATTHEW SARGENT
Matthew C. and Cathleen M. (Bilinsky)

14 KAIDEN LYONS HAGGSTROM-CAMPBELL
Matthew T. and Laura V. (Haggstrom)

17 RYAN JAMES MOULDER
Allen B. and Julie L. (Singer)

18 EVAN CHRISTOPHER PUPKA
Christopher T. and Pamela J. (Buma)

20 RIANA ELIZABETH KATRAGJINI
Dean and Laura J. (Malo)

24 SETH MICHAEL BOULANGER
Michael P. and Erica L. (Plante)

24 MADELINE LOUISE FLANAGAN
Kevin M. and Deborah J. (Shaheen)

25 ADAM NICHOLAS FLAUTO
Angelo W. and Jami S. (DiMarco)

26 GRACE SARA FORTIER
Ronald A. and Sara L. (Makela)

AUGUST

7 DELANEY EILEEN MARTIN
Timothy R. and Sherri A. (Sacks)

8 MEGAN ROSE PRUE
David and Sarah J. (Hutnak)

13 JESSICA MEAGHAN ROSE
Robert P. and Andrea L. (Hambly)

13 SAMUEL HUNTER VINSON
Kent F. and Julie A. (Pollock)

14 KYLIE MADISON SQUIER
Llewellyn and Carla F. (Lemner)

18 MACKENZIE NICOLE POMEROY
Eoin R. and Nicole M. (Jussaume)

20 JUSTIN MARK DOONER
Mark S. and Gerri J. (Riel)

29 EMILY GRACE SULLIVAN
Kevin M. and Jaclyn D. (Bouchard)

SEPTEMBER

2 KYLA MARIE NADEAU
Christopher J. and Amy E. (Nelson)

4 JOSEPH ANDREW CARLSON
Russell L. and Heather L. (Wilson)

SEPTEMBER - continued

7 **SOPHIE CATHERINE RIVARD**
Christopher F. and Brenda M. (Nieviedgal)

11 **JACOB SALEM SHAW**
Salem R. R. and Holly M. (Favreau)

11 **ANDERS MATTHEW CHARLES POTTER**
Mark J. and Laurette A. (Berube)

18 **JAMES JOSEPH VAILLANCOURT, JR.**
James J. and Sarah I. (Lavin)

19 **GRACE BEVERLY CHISHOLM**
Thomas G. and Pamela R. (Leary)

20 **ABIGAIL GRACE BRODERICK**
William D. and Michelle J. (Kilpatrick)

22 **KACY BARBARA BROCHU**
Billy A. and Danielle R. (Rudolph)

23 **EMILY AMELIA RAMSDELL**
Eric W. and Jennifer E. (Roop)

23 **CHARLES CURTIS RAMSDELL**
Eric W. and Jennifer E. (Roop)

27 **EABHA ROISIN TWOHIG-MANN**
Thierry D. and Marian (Twohig)

OCTOBER

11 **MICHAEL ANTHONY HORNE, III**
Michael A. and Desaray R. (Petka)

16 **SAMUEL MICHAEL SULLIVAN**
Robert M. and Jennifer L. (Lockett)

28 **RILEY PAIGE HENEY**
Brian P. and Rebecca L. (Wiedeman)

31 **ANDREA GRACE ROSS**
Steven E. and Catherina L. (DiRusso)

NOVEMBER

5 **REAGAN PATRICIA GUTHENBERG**
Brant R. and Jennifer L. (Larkin)

5 **MAKENZIE NICOLE JONES**
Steven. W. and Jennifer L. (Bonner)

7 **MADISON GRACE TIEU**
Hue L. and Tammy A. (Berthiaume)

15 **ISABELLA NANCY RUFLI**
Matthew T. and Sara K. (Chilson)

17 **CHARLES HENRY HANNA, IV**
Charles H. and Amy L. (Whittaker)

NOVEMBER - continued

19 HEIDI LYNNE EBBELING
Jeffrey M. and Bridgette J. (Perkins)

20 HUNTER MATTHEW COOMBS
Kevin R. and Marianne (Alicea)

29 JACOB WILEY POOLE
Jason M. and Joy L. (Lapointe)

DECEMBER

4 GRETA ANN COLONERO
Randy J. and Erica J. (Wright)

8 LEONARD SAMUEL HICKS, III
Leonard S. and Tonya M. (Perry)

11 KYLE LOGAN COUTURE
Thomas M. and Colleen M. (Logan)

17 ALLISON ROSE GORDON
Scott M. and Kim. A. (Deafenbaugh)

17 BRYCE JALEN SHELDON
Stephen T. and Yaracel F. (Valenzuela)

20 CHASE LUKAS KLANSEK
Stephen W. and Devon L. (Burbury)

VITAL STAISTICS
DEATHS



JANUARY

6 Lydia P. Hickey
10 Warren H. Riley ~ Korean War Veteran
16 Gary M. Kibbe Sr.
23 Patricia A. Forget
24 Raymond K. Fenoff

FEBRUARY

5 Kim E. Rochon
5 Donald V. Drew
12 Roger G. Anctil Sr.
16 Edward J. Poplawski
19 Jean Pybas

MARCH

5 Ralph F. Purdy ~ Vietnam War Veteran
12 Dorothy Vecchione
16 Anne M. McCann
24 Wallis H. Darnley
27 James W. Colonair

APRIL

16 Lucille M. Descoteaux
23 Adam W. Dearborn

MAY

2	Gail B. Jodoin
4	Andrew E. Manyak ~ WWII Veteran
11	Charles D. McCann ~ WWII Veteran
19	Warren A. Gates ~ Korean War Veteran
20	James E. Ferguson ~ Vietnam War Veteran
30	Matthew M. Alger

JUNE

15	Esther E. Cassista
19	George H. Fisher ~ WWII/Korean War Veteran
23	Alvin N. Kibbe Jr.

JULY

21	Michael P. Valliere
31	Allen G. Chambers ~ Vietnam War Veteran

AUGUST

21	April J. Lewis

SEPTEMBER

2	John F. Swallow ~ Vietnam War Veteran
19	Lawrence C. Duhamel ~ WWII Veteran

OCTOBER

NOVEMBER

1	Edward J. Guy ~ WWII Veteran
1	Raymond J. Rivard ~ Vietnam War Veteran
6	Marie L. Ryder
22	Michael Stefaniak ~ WWII Veteran
28	Norma C. Pence

DECEMBER

23	Thierry E.R. Schwartz

TOTAL NUMBER OF MARRIAGES: 32
TOTAL NUMBER OF BIRTHS: 98
TOTAL NUMBER OF DEATHS: 37

Respectfully Submitted,

Christine E.G. Furno, CMC/CMMC, Town Clerk
Eileen F. Damore, Asst. Town Clerk

PERSONNEL BOARD

The Personnel Board is made up of four dedicated members of the community as listed below. The Board wishes to thank past members, Ray Timpone and Cindy Leven who brought to the board experience and dedication that will long be missed.

The Board revised the personnel bylaws and presented them at the town meeting in May. The Bylaws were passed and are now are in effect.

Our goal for the coming year is to finalize the policy manual which has long been in the making. We are planning also to revisit all town employee job descriptions and re-classify if necessary.

I as Chairman, wish to again thank the other members of the board for their never ending energy and dedication they have so unselfishly given to this board, for without them we would have gone no where.

Respectively Submitted,

Dave St George, Chairman
Steve Alger, Vice Chairman
Betty Ann McCullum, Secretary
Ellie Chesebrough

FINANCIAL



Town of Douglas
Combined Balance Sheet – All Fund Types & Account Group
June 30, 2007

	Governmental Fund Types				Fiduciary	L-T Debt	Totals
	General 0100 &0101	Special Revenue	Capital Projects	Enterprise Fund	Trust & Agency	Account Group	(Memo Only)
Assets							
Cash & investments	3,024,399	1,428,069	375,057	1,292,483	2,642,276	0	8,762,284
Receivables:							
Property taxes	644,352	0	0	0	0	0	644,352
Tax liens	108,414	0	0	0	0	0	108,414
Motor vehicle excise	145,636	0	0	0	0	0	145,636
Boat excise	3,218	0	0	0	0	0	3,218
Intergovernmental	0	18,111	190,139	0	0	0	208,250
Water/Sewer	0	0	0	144,325	0	0	144,325
Other	94	102,289	0	0	0	0	102,383
Special assessments	155	0	0	0	0	0	155
Due from other funds	0	0	0	0	0	0	0
Fixed Assets	0	0	0	0	0	0	0
Inventory	0	0	0	0	0	0	0
Prepaid expenses	0	0	0	0	0	0	0
Tax Foreclosures	262,994	0	0	0	0	0	262,994
Amount to be provided-debt	0	0	0	0	0	21,979,376	21,979,376
Amount to be provided-Landfill	0	0	0	0	0	170,800	170,800
Loans Authorized	0	0	0	0	0	557,364	557,364
Total assets	4,189,262	1,548,469	565,196	1,436,808	2,642,276	22,707,540	33,089,551

	Governmental Fund Types				Fiduciary	L-T Debt	Totals
	General 0100 &0101	Special Revenue	Capital Projects	Enterprise Fund	Trust & Agency	Account Group	(Memo Only)
Liabilities & reserves							
Warrants & accounts payable	427,828	49,651	0	47,911	19,256	0	544,646
Payrolls payable & withholdings	67,907	0	0	0	0	0	67,907
Other liabilities	6,090	0	0	0	612,482	0	618,572
Due to other funds	0	0	0	0	0	0	0
Notes payable	0	0	0	0	0	0	0
Bonds payable	0	0	0	0	0	21,979,376	21,979,376
Landfill	0	0	0	0	0	170,800	170,800
Loans Authorized and Unissued	0	0	0	0	0	557,364	557,364
Allowance for Abate & Exempt	204,486	0	0	0	0	0	204,486
Deferred revenue - Intergovernmental	0	18,111	0	0	0	0	18,111
Deferred revenue	960,378	102,289	0	144,325	0	0	1,206,992
Total liabilities & reserves	1,666,689	170,051	0	192,236	631,738	22,707,540	25,368,254
Fund balances							
Reserved							
Contributed Capital	0	0	0	0	0	0	0
Encumbrances	183,036	0	0	1,781	0	0	184,817
Petty cash	100	0	0	0	0	0	100
Continued appropriations	609,223	0	0	0	0	0	609,223
Expenditures	660,300	0	0	172,980	0	0	833,280
Bond Premium	120,777	0	0	0	0	0	120,777
South Street	14,152	0	0	0	0	0	14,152
Other	0	0	0	601,422	0	0	601,422
Undesignated - Snow & Ice	(75,601)	0	0	0	0	0	(75,601)
Undesignated - Deficits	0	0	0	0	0	0	0
Undesignated	1,010,586	1,378,418	565,196	468,389	2,010,538	0	5,433,127
Total fund balances	2,522,573	1,378,418	565,196	1,244,572	2,010,538	0	7,721,297
Total liabilities and fund balances	4,189,262	1,548,469	565,196	1,436,808	2,642,276	22,707,540	33,089,551

TOWN OF DOUGLAS
GENERAL FUND
FY 2007 BUDGET ANALYSIS

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 114 MODERATOR						
SALARIES & WAGES						
51905	WAGES - OTHER PAY	250.00	250.00			0.00
	SALARIES & WAGES	250.00	250.00			0.00
	TOTAL MODERATOR	250.00	250.00			0.00
Dept: 122 SELECTMEN						
SALARIES & WAGES						
51100	WAGES - FULL TIME	92,002.00	92,002.00			0.00
51110	WAGES - FULL TIME STAFF	44,949.00	44,873.17			75.83
51200	WAGES - PART-TIME	23,853.00	23,852.50			0.50
51905	WAGES - OTHER PAY	1,600.00	1,343.60			256.40
	SALARIES & WAGES	162,404.00	162,071.27			332.73
EXPENSES						
51505	ADDITIONAL COMP	3,600.00	3,600.00			0.00
52400	REPAIR/MAINTENANCE	6,000.00	4,443.05			1,556.95
53000	PROF/TECH	1,000.00	0.00			1,000.00
53001	ADVERTISING	1,145.00	595.89			549.11
53401	POSTAGE	200.00	175.00			25.00
53402	PRINTING	100.00	109.56			-9.56
54200	OFFICE SUPPLIES	1,300.00	2,225.57			-925.57
55800	OTHER SUPPLIES	2,400.00	2,771.69			-371.69
57100	IN-STATE TRAVEL	1,500.00	2,231.45			-731.45
57150	TRAIN/EDUCATION	2,900.00	1,102.00			1,798.00
57300	DUES & PROFESSIONAL MEMBERSHIP	4,600.00	1,917.02			2,682.98
58000	CAPITAL		3,734.37			-3,734.37
	EXPENSES	24,745.00	22,905.60			1,839.40
	TOTAL SELECTMEN	187,149.00	184,976.87			2,172.13

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 122 FOUR TOWN						
EXPENSES						
57601	FOUR TOWN EXPENSE	10,000.00	5,000.00		5,000.00	0.00
	EXPENSES	10,000.00	5,000.00		5,000.00	0.00
	TOTAL FOUR TOWN	10,000.00	5,000.00		5,000.00	0.00
Dept: 122 ADA SELF EVAL 11/7/05						
EXPENSES						
53000	PROF/TECH	15,000.00	6,666.00		8,334.00	0.00
	EXPENSES	15,000.00	6,666.00		8,334.00	0.00
	TOTAL ADA SELF EVAL	15,000.00	6,666.00		8,334.00	0.00
Dept: 122 COMMUNITY BULLETIN Art 6 11/7/05						
EXPENSES						
53000	PROF/TECH	5,000.00	5,000.00			0.00
	EXPENSES	5,000.00	5,000.00			0.00
	TOTAL COMMUNITY BULLETIN	5,000.00	5,000.00			0.00
Dept: 122 BUILDING USE STUDY Art 9 5/1/06						
EXPENSES						
53000	PROF/TECH	50,000.00	0.00		50,000.00	0.00
	EXPENSES	50,000.00	0.00		50,000.00	0.00
	TOTAL BUILDING USE STUDY	50,000.00	0.00		50,000.00	0.00
Dept: 122 HEMLOCK ST PAVING Art 9 5/06						
EXPENSES						
53000	PROF/TECH	153,427.00	5,845.00		147,582.00	0.00
	EXPENSES	153,427.00	5,845.00		147,582.00	0.00
	TOTAL HEMLOCK ST PAVING	153,427.00	5,845.00		147,582.00	0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 122 RT 16 FULL WIDTH Art 9 5/06						
EXPENSES						
53000	PROF/TECH	70,400.00	21,149.60		49,250.40	0.00
	EXPENSES	70,400.00	21,149.60		49,250.40	0.00
	TOTAL RT 16 FULL WIDTH Art 9 5/06	70,400.00	21,149.60		49,250.40	0.00
Dept: 122 GASB 34 & 45 Art #1 5/7/07						
EXPENSES						
53000	PROF/TECH	40,000.00	0.00		40,000.00	0.00
	EXPENSES	40,000.00	0.00		40,000.00	0.00
	TOTAL GASB 34 & 45 Art 1 5/7/07	40,000.00	0.00		40,000.00	0.00
Dept: 129 AWARDS AND RECOGNITIONS						
EXPENSES						
53000	PROF/TECH	100.00	54.42			45.58
	EXPENSES	100.00	54.42			45.58
	TOTAL AWARDS AND RECOGNITIONS	100.00	54.42			45.58
Dept: 131 FINANCE COMMITTEE						
RESERVE FUND						
57800	RESERVE FUND	13,138.89	0.00			13,138.89
	RESERVE FUND	13,138.89	0.00			13,138.89
SALARIES & WAGES						
51200	WAGES - PART-TIME	2,500.00	1,206.51			1,293.49
	TOTAL SALARIES & WAGES	2,500.00	1,206.51			1,293.49
EXPENSES						
53401	POSTAGE	1,200.00	932.69			267.31
53402	PRINTING	4,800.00	3,058.70			1,741.30
54200	OFFICE SUPPLIES	350.00	58.92			291.08
57150	TRAIN/EDUCATION	450.00	0.00			450.00
57300	DUES & PROFESSIONAL MEMBERSHIP	200.00	165.00			35.00
	EXPENSES	7,000.00	4,215.31			2,784.69
	TOTAL FINANCE COMMITTEE	22,638.89	5,421.82			17,217.07

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 135 TOWN ACCOUNTANT						
SALARIES & WAGES						
51100	WAGES - FULL TIME	62,696.00	62,696.00			0.00
51200	WAGES - PART-TIME	24,384.00	14,854.52			9,529.48
	TOTAL SALARIES & WAGES	87,080.00	77,550.52			9,529.48
EXPENSES						
52400	REPAIR/MAINTENANCE	1,100.00	0.00			1,100.00
53000	PROF/TECH	1,000.00	782.04			217.96
53001	ADVERTISE	0.00	0.00			0.00
54200	OFFICE SUPPLIES	850.00	1,227.31			-377.31
55800	OTHER SUPPLIES	100.00	0.00			100.00
57100	IN-STATE TRAVEL	100.00	0.00			100.00
57150	TRAIN/EDUCATION	1,300.00	240.00			1,060.00
57300	DUES & PROFESSIONAL MEMBERSHIP	300.00	40.00			260.00
58000	CAPITAL	0.00	264.00			-264.00
	EXPENSES	4,750.00	2,553.35			2,196.65
ENCUMBRANCES						
53000	PROF/TECH	6,500.00	1,957.06			4,542.94
	ENCUMBRANCES	6,500.00	1,957.06			4,542.94
	TOTAL TOWN ACCOUNTANT	98,330.00	82,060.93			16,269.07
Dept: 136 TOWN AUDIT						
EXPENSES						
53000	PROF/TECH	21,000.00	17,500.00			3,500.00
	EXPENSES	21,000.00	17,500.00			3,500.00
ENCUMBRANCES						
53000	PROF/TECH	8,000.00	7,350.00			650.00
	ENCUMBRANCES	8,000.00	7,350.00			650.00
	TOTAL TOWN AUDIT	29,000.00	24,850.00			4,150.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 141 ASSESSORS						
SALARIES & WAGES						
51100	WAGES - FULL TIME	47,676.00	47,676.00			0.00
51110	WAGES - FULL TIME STAFF	29,328.00	29,332.70			-4.70
51200	WAGES - PART-TIME	17,835.47	17,813.06			22.41
51201	WAGES - PART-TIME	0.00	0.00			0.00
51300	WAGES - OVERTIME	0.00				0.00
51905	WAGES - OTHER PAY	2,900.00	2,900.00			0.00
	SALARIES & WAGES	97,739.47	97,721.76			17.71
EXPENSES						
52400	REPAIR/MAINTENANCE	10,625.00	14,330.74			-3,705.74
53000	PROF/TECH	0.00	0.00			0.00
53001	ADVERTISE	500.00	0.00			500.00
53800	OTHER SERVICES	1,500.00	648.72			851.28
54200	OFFICE SUPPLIES	1,200.00	1,410.32			-210.32
54300	BUILDING/EQUIP REPAIRS	0.00	179.00			-179.00
57100	IN-STATE TRAVEL	1,400.00	28.13			1,371.87
57150	TRAIN/EDUCATION	1,300.00	52.00			1,248.00
57300	DUES & PROFESSIONAL MEMBERSHIP	260.00	235.00			25.00
58700	REPLACEMENT EQUIP	3,500.00	230.00			3,270.00
	EXPENSES	20,285.00	17,113.91			3,171.09
	TOTAL ASSESSORS	118,024.47	114,835.67			3,188.80
Dept: 142 REVALUATION						
EXPENSES						
52400	REPAIR/MAINTENANCE	7,800.00	6,450.00			1,350.00
53800	OTHER SERVICES	0.00				0.00
	EXPENSES	7,800.00	6,450.00			1,350.00
142.500						
52400	REPAIR/MAINTENANCE	60,000.00	47,275.00		12,725.00	0.00
53001	ADVERTISING	150.00	54.00		96.00	0.00
	EXPENSES	60,150.00	47,329.00		12,821.00	0.00
	TOTAL REVALUATION	67,950.00	53,779.00		12,821.00	1,350.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 145 TREASURER						
SALARIES & WAGES						
51100	WAGES - FULL TIME	53,320.00	53,320.00			0.00
51110	WAGES - FULL TIME	33,965.00	33,966.00			-1.00
51200	WAGES - PART-TIME	6,131.00	6,107.12			23.88
51410	WAGES - EDUCATION	1,000.00	1,000.00			0.00
	SALARIES & WAGES	94,416.00	94,393.12			22.88
EXPENSES						
53000	PROF/TECH	20,300.00	12,663.16			7,636.84
53800	OTHER SERVICES		299.00			-299.00
54200	OFFICE SUPPLIES	1,050.00	7,537.75			-6,487.75
55800	OTHER SUPPLIES	0.00	0.00			0.00
57100	IN-STATE TRAVEL	300.00	186.10			113.90
57150	TRAIN/EDUCATION	3,000.00	515.51			2,484.49
57300	DUES & PROFESSIONAL MEMBERSHIP	120.00	150.00			-30.00
57400	INSURANCE	610.00	606.00			4.00
58000	CAPITAL		279.99			-279.99
	EXPENSES	25,380.00	22,237.51			3,142.49
ENCUMBRANCES						
57000	ENCUMBRANCES	1,302.39	1,302.39			0.00
	ENCUMBRANCES	1,302.39	1,302.39			0.00
	TOTAL TREASURER	121,098.39	117,933.02			3,165.37
Dept: 146 COLLECTOR						
SALARIES & WAGES						
51100	WAGES - FULL TIME	48,746.00	48,746.00			0.00
51200	WAGES - PART-TIME	7,332.00	7,332.00			0.00
51410	WAGES - EDUCATION	1,000.00	1,000.00			
	SALARIES & WAGES	57,078.00	57,078.00			0.00
EXPENSES						
52400	REPAIR/MAINTENANCE	5,700.00	5,585.82			114.18
53000	PROF/TECH	7,620.00	6,264.16			1,355.84
53402	PRINTING	0.00	1,633.72			-1,633.72
53800	OTHER SERVICES	2,000.00	1,877.65			122.35

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
54200	OFFICE SUPPLIES	1,244.00	1,036.67	216.04		-8.71
55800	OTHER SUPPLIES	0.00	0.00			0.00
57100	IN-STATE TRAVEL	0.00				0.00
57150	TRAIN/EDUCATION	1,100.00	383.90			716.10
57300	DUES & PROFESSIONAL MEMBERSHIP	75.00	75.00			0.00
57400	INSURANCE	474.00	503.00			-29.00
58000	CAPITAL	0.00				0.00
	EXPENSES	18,213.00	17,359.92	216.04		637.04
	TOTAL COLLECTOR	75,291.00	74,437.92	216.04		637.04
Dept: 151 TOWN COUNSEL						
EXPENSES						
53000	PROF/TECH	115,000.00	114,370.23			629.77
	EXPENSES	115,000.00	114,370.23			629.77
	TOTAL TOWN COUNSEL	115,000.00	114,370.23			629.77
Dept: 155 INFORMATION SYSTEMS						
SALARIES & WAGES						
51200	WAGES - PART TIME	11,300.00	11,199.91			100.09
	SALARIES & WAGES	11,300.00	11,199.91			100.09
EXPENSES						
53000	PROF/TECH	12,480.00	6,500.00			5,980.00
53800	OTHER SERVICES	14,450.00	17,085.45			-2,635.45
54200	OFFICE SUPPLIES	900.00	381.03			518.97
54300	BUILD/EQ REPAIRS	5,200.00	5,178.53			21.47
58000	CAPITAL	0.00	3,515.74			-3,515.74
58700	REPLACEMENT EQUIP	10,500.00	10,588.67			-88.67
	EXPENSES	43,530.00	43,249.42			280.58
	TOTAL INFORMATION SYSTEMS	54,830.00	54,449.33			380.67

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 158 TAX TITLE FORECLOSURE						
EXPENSES						
53000	PROF/TECH	9,000.00	1,250.00			7,750.00
53002	LEGAL SERVICES		6,649.13			-6,649.13
53800	OTHER SERVICES		23.00			-23.00
	EXPENSES	9,000.00	7,922.13			1,077.87
	TOTAL TAX TITLE FORECLOSURE	9,000.00	7,922.13			1,077.87
Dept: 159 TAX TAKING						
EXPENSES						
53000	PROF/TECH	6,500.00	0.00			6,500.00
	EXPENSES	6,500.00	0.00			6,500.00
	TOTAL TAX TAKING	6,500.00	0.00			6,500.00
Dept: 161 TOWN CLERK						
SALARIES & WAGES						
51100	WAGES - FULL TIME	49,844.00	49,844.00			0.00
51200	WAGES - FULL TIME STAFF	21,996.00	21,958.40			37.60
51201	WAGES - PART TIME	8,528.00	5,401.37			3,126.63
51410	WAGES - EDUCATION	1,000.00	1,000.00			0.00
	TOTAL SALARIES & WAGES	81,368.00	78,203.77			3,164.23
EXPENSES						
52400	REPAIR/MAINTENANCE	0.00	0.00			0.00
53000	PROF/TECH	710.00	650.00			60.00
54200	OFFICE SUPPLIES	3,200.00	3,430.18	770.00		-1,000.18
55800	OTHER SUPPLIES	9,300.00	6,414.97			2,885.03
57100	IN-STATE TRAVEL	0.00	0.00			0.00
57150	TRAIN/EDUCATION	2,100.00	943.11			1,156.89
57300	DUES & PROFESSIONAL MEMBERSHIP	225.00	1,594.75	618.95		-1,988.70
57400	INSURANCE	150.00	121.00			29.00
58000	CAPITAL		0.00			0.00
58500	ADDITIONAL EQUIPMENT	4,900.00	3,605.89	2,229.99		-935.88
	EXPENSES	20,585.00	16,759.90	3,618.94		206.16

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
ENCUMBRANCES						
57000	ENCUMBRANCES	30.00	29.89			0.11
	ENCUMBRANCES	30.00	29.89			0.11
	TOTAL TOWN CLERK	101,983.00	94,993.56	3,618.94		3,370.50
Dept: 171 CONSERVATION COMMISSION						
EXPENSES						
53001	ADVERTISING	200.00	126.00			74.00
53402	PRINTING AND MAILING		19.41			-19.41
53800	OTHER SERVICES	1,000.00	520.62			479.38
54200	OFFICE SUPPLIES	50.00	0.00			50.00
57100	IN-STATE TRAVEL		68.63			-68.63
57150	TRAIN/EDUCATION	1,260.00	1,050.93			209.07
57300	DUES & PROFESSIONAL MEMBERSHIP	750.00	808.00			-58.00
58700	REPLACEMENT EQUIPMENT		339.73			-339.73
	EXPENSES	3,260.00	2,933.32			326.68
	TOTAL CONSERVATION COMMISSION	3,260.00	2,933.32			326.68
Dept: 172 OPEN SPACE PLAN						
EXPENSES						
53402	PRINTING AND MAILING		19.41			-19.41
53800	OTHER SERVICES	1,000.00				1,000.00
	EXPENSES	1,000.00	19.41			980.59
	TOTAL OPEN SPACE PLAN	1,000.00	19.41			980.59
Dept: 175 PLANNING BOARD						
EXPENSES						
53000	PROF/TECH	7,696.34	7,587.49			108.85
53001	ADVERTISING	0.00	925.20			-925.20
54200	OFFICE SUPPLIES	0.00	0.00			0.00
55800	OTHER SUPPLIES	800.00	33.74			766.26
57150	TRAIN/EDUCATION	1,000.00	50.00			950.00
57300	DUES & PROFESSIONAL MEMBERSHIP	1,076.00	1,636.18			-560.18
58700	REPLACEMENT EQUIPMENT		339.73			-339.73
	EXPENSES	10,572.34	10,572.34			0.00
	TOTAL PLANNING BOARD	10,572.34	10,572.34			0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 176 ZONING BOARD OF APPEALS						
SALARIES & WAGES						
51200	WAGES - PART TIME	9,000.00	8,986.17			13.83
	SALARIES & WAGES	9,000.00	8,986.17			13.83
EXPENSES						
53000	PROF/TECH	3,105.00	470.40			2,634.60
53001	ADVERTISE	0.00	0.00			0.00
55800	OTHER SUPPLIES	960.00	276.36			683.64
57300	DUES & PROFESSIONAL MEMBERSHIP	50.00	50.00			0.00
	EXPENSES	4,115.00	796.76			3,318.24
ENCUMBRANCES						
57000	ENCUMBRANCES	88.20	88.20			
	ENCUMBRANCES	88.20	88.20			0.00
	TOTAL ZONING BOARD OF APPEALS	13,203.20	9,871.13			3,332.07
Dept: 179 MASTER PLAN						
EXPENSES						
53000	PROF/TECH	2,000.00	3,192.65			-1,192.65
53402	PRINT/MAIL	2,000.00	75.75			1,924.25
54200	OFFICE SUPPLIES	300.00	12.14			287.86
55800	OTHER SUPPLIES	500.00	0.00			500.00
	EXPENSES	4,800.00	3,280.54			1,519.46
	TOTAL MASTER PLAN	4,800.00	3,280.54			1,519.46
Dept: 182 ECONOMIC DEVELOPMENT						
EXPENSES						
53000	PROF/TECH	7,500.00	0.00			7,500.00
53001	ADVERTISE	0.00				0.00
53800	OTHER SERVICES		104.85			-104.85
	EXPENSES	7,500.00	104.85			7,395.15
	TOTAL ECONOMIC DEVELOPMENT	7,500.00	104.85			7,395.15

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 183 HOUSING						
SALARIES & WAGES						
51905	OTHER SERVICES	1,500.00	0.00			1,500.00
	EXPENSES	1,500.00	0.00			1,500.00
	TOTAL HOUSING	1,500.00	0.00			1,500.00
Dept: 189 COMMUNITY DEVELOPMENT						
SALARIES & WAGES						
51100	WAGES - FULL TIME	142,836.00	142,836.06			-0.06
51110	WAGES - FULL TIME STAFF	30,171.00	30,184.87			-13.87
51200	WAGES - PART-TIME	3,422.00	2,546.64			875.36
	SALARIES & WAGES	176,429.00	175,567.57			861.43
EXPENSES						
52400	REPAIR/MAINTENANCE		815.91			-815.91
53000	PROF/TECH	5,000.00	3,362.07			1,637.93
53001	ADVERTISING	0.00	0.00			0.00
53402	PRINT/MAIL	100.00	34.05			65.95
53404	CELLULAR TELEPHONE	600.00	401.75			198.25
53800	OTHER SERVICES	200.00	1,216.67			-1,016.67
54200	OFFICE SUPPLIES	1,000.00	1,763.11			-763.11
54300	BLDG AND EQUIP REPAIRS	200.00				200.00
54805	VEHICLES GASOLINE	550.00	636.84			-86.84
57100	IN-STATE TRAVEL	0.00	22.15			-22.15
57150	TRAIN/EDUCATION	600.00	0.00			600.00
57300	DUES & PROFESSIONAL MEMBERSHIP	400.00	357.00			43.00
58700	REPLACEMENT EQUIPMENT	0.00	0.00			0.00
	EXPENSES	8,650.00	8,609.55			40.45
SPECIAL ARTICLES						
0189501	ROUTE 16 PROJECT ART 1 11/7/05					
53000	RT 16 PROJECT	9,341.57	7,162.45		2,179.12	0.00
	TOTAL RT 16 PROJECT	9,341.57	7,162.45		2,179.12	0.00
0189502	NORTH ST BRIDGE ART 2 5/16/05	0.00				
52904	NORTH ST BRIDGE	22,320.00	2,690.00		19,630.00	0.00
	TOTAL NORTH ST BRIDGE	22,320.00	2,690.00		19,630.00	0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
0189503	NATIONAL POLLUTANT DISCHARGE					
53004	NPDES	39,650.00	34,322.00		5,328.00	0.00
	TOTAL NATIONAL POLLUTANT DISCHARGE	39,650.00	34,322.00		5,328.00	0.00
	TOTAL COMMUNITY DEVELOPMENT	256,390.57	228,351.57		27,137.12	901.88
Dept: 192 PUBLIC BUILDINGS MAINTENANCE						
SALARIES & WAGES						
51100	WAGES - FULL TIME	47,676.00	47,676.00			0.00
51300	WAGES - OVERTIME	0.00	0.00			0.00
	SALARIES & WAGES	47,676.00	47,676.00			0.00
EXPENSES						
52000	PURCHASE SERVICES	0.00	0.00			0.00
52101	ELECTRICITY	27,000.00	19,449.53			7,550.47
52102	HEATING	30,000.00	35,405.80			-5,405.80
52400	REPAIR/MAINTENANCE	14,000.00	23,528.82			-9,528.82
52700	RENT/LEASE	300.00	137.65			162.35
52900	OTHER PROPERTY	3,500.00	7,007.02			-3,507.02
53400	TELEPHONE	16,000.00	9,990.65			6,009.35
53404	CELLULAR TELEPHONE	960.00	814.46			145.54
54300	BUILDING/EQUIP REPAIRS	21,000.00	8,621.24			12,378.76
54805	VEHICLE GASOLINE	1,000.00	1,161.61			-161.61
	EXPENSES	113,760.00	106,116.78			7,643.22
SPECIAL ARTICLES						
01192501	POST OFF/SR CEN REN ART 2 5/16					
58200	P/O SR CTR	3,349.24	0.00		3,349.24	0.00
	TOTAL POST OFFICE/SR CTR REN ART2	3,349.24	0.00		3,349.24	0.00
01192502	POST OFF/SR CEN PARKING LOT ART2					
58402	PARKING LOT	39,532.76	75.00		39,457.76	0.00
	TOTAL POST OFFICE/SR CTR PARKING	39,532.76	75.00		39,457.76	0.00
01192503	MASONRY REPAIR PO/MUN ART9					
52900	OTHER PROP	20,000.00	0.00		20,000.00	0.00
	TOTAL POST OFFICE/SR CTR PARKING	20,000.00	0.00		20,000.00	0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
01192504	MUN CENTER KEY ART 10 11/14/06					
52900	OTHER PROP	3,500.00	0.00		3,500.00	0.00
	TOTAL MUN CENTER KEY ART 10	3,500.00	0.00		3,500.00	0.00
	TOTAL PUBLIC BUILDING MAINTENANCE	227,818.00	153,867.78		66,307.00	7,643.22
Dept: 193 PROPERTY INSURANCE						
EXPENSES						
57400	INSURANCE PREMIUMS	180,000.00	163,517.18			16,482.82
	EXPENSES	180,000.00	163,517.18			16,482.82
	TOTAL PROPERTY INSURANCE	180,000.00	163,517.18			16,482.82
Dept: 195 TOWN REPORTS						
EXPENSES						
53402	PRINT/MAIL	3,500.00	3,497.00			3.00
	EXPENSES	3,500.00	3,497.00			3.00
	TOTAL TOWN REPORTS	3,500.00	3,497.00			3.00
Dept: 196 TOWN HALL SUPPLIES						
EXPENSES						
54200	OFFICE SUPPLIES	20,000.00	19,288.93			711.07
	EXPENSES	20,000.00	19,288.93			711.07
	TOTAL TOWN HALL SUPPLIES	20,000.00	19,288.93			711.07
Dept: 197 OCTOBERFEST						
EXPENSES						
52101	ELECTRICITY	0.00	69.09	12.15		-81.24
53800	OTHER SERVICES	1,500.00	1,095.10			404.90
55800	OTHER SUPPLIES		197.51			-197.51
	EXPENSES	1,500.00	1,361.70	12.15		126.15
ENCUMBRANCES						
52101	ELECTRICITY	50.57	50.57			0.00
	ENCUMBRANCES	50.57	50.57			0.00
	TOTAL OCTOBERFEST	1,550.57	1,412.27	12.15		126.15
	TOTAL GENERAL GOVERNMENT	**2,082,066.43**	**1,570,711.82**	**3,847.13**	**406,431.52**	**101,075.96**

			Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 210 POLICE							
SALARIES & WAGES							
	51100	WAGES - FULL TIME	150,239.00	151,641.12			-1,402.12
	51110	WAGES - FULL TIME	759,876.00	763,434.36			-3,558.36
	51200	WAGES - PART-TIME	172,451.00	122,099.06			50,351.94
	51300	WAGES - OVERTIME	58,535.00	77,568.91			-19,033.91
	51410	WAGES - EDUCATION	24,000.00	23,999.82			0.18
	51420	WAGES - DIFFERENTIAL	30,073.00	17,624.00			12,449.00
	51430	WAGES - LONGEVITY	9,900.00	9,700.00			200.00
		SALARIES & WAGES	1,205,074.00	1,166,067.27			39,006.73
EXPENSES							
	52400	REPAIR/MAINTENANCE	13,850.00	21,279.40			-7,429.40
	53000	PROF/TECH	400.00	300.00			100.00
	53400	TELEPHONE	7,750.00	5,380.29			2,369.71
	53404	CELLULAR TELEPHONE	2,000.00	4,260.09			-2,260.09
	53800	OTHER SERVICES	2,500.00	4,181.20			-1,681.20
	54200	OFFICE SUPPLIES	6,900.00	4,767.81			2,132.19
	54300	BUILDING/EQUIP REPAIRS	4,500.00	1,114.27			3,385.73
	54500	CUSTODIAL SUPPLIES	2,000.00	561.97			1,438.03
	54800	VEHICLE SUPPLIES	2,000.00	277.32			1,722.68
	54805	VEHICLE GASOLINE	37,125.00	37,611.80			-486.80
	55800	OTHER SUPPLIES	34,950.00	38,703.09			-3,753.09
	57100	IN -STATE TRAVEL	2,500.00	2,146.40			353.60
	57150	TRAIN/EDUCATION	19,950.00	13,930.91			6,019.09
	57200	OUT OF STATE TRAVEL	4,700.00	4,196.21			503.79
	57300	DUES & PROFESSIONAL MEMBERSHIP	6,925.00	3,938.00			2,987.00
	58700	REPLACEMENT EQUIPMENT	3,000.00	18.99			2,981.01
		EXPENSES	151,050.00	142,667.75			8,382.25
POLICE CRUISERS							
	58700	CRUISERS	42,500.00	41,979.83			520.17
		CRUISERS	42,500.00	41,979.83			520.17
ENCUMBRANCES							
	57000	ENCUMBRANCES	1,821.60	1,821.60			
		ENCUMBRANCES	1,821.60	1,821.60			0.00
		TOTAL POLICE	1,400,445.60	1,352,536.45			47,909.15

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 220 FIRE						
SALARIES & WAGES						
51100	WAGES - FULL TIME	111,368.00	111,486.42			-118.42
51110	WAGES - FULL TIME	0.00				0.00
51200	WAGES - PART TIME	41,928.00	40,666.56			1,261.44
51300	WAGES - OVERTIME	3,000.00	2,915.76			84.24
51905	WAGES - OTHER PAY	0.00	0.00			0.00
	SALARIES & WAGES	156,296.00	155,068.74			1,227.26
EXPENSES						
52101	ELECTRICITY	5,000.00	5,175.20			-175.20
52102	HEATING	8,500.00	7,988.17			511.83
52400	REPAIR/MAINTENANCE	2,000.00	7,015.46			-5,015.46
53400	TELEPHONE	3,500.00	3,617.09			-117.09
53404	CELLULAR TELEPHONE	1,000.00	593.27			406.73
53800	OTHER SERVICES	500.00	298.56			201.44
54200	OFFICE SUPPLIES	1,600.00	304.97			1,295.03
54300	BUILDING/EQUIP REPAIRS	6,100.00	5,042.73			1,057.27
54500	CUSTODIAL SUPPLIES	1,000.00	3,288.81			-2,288.81
54800	VEHICLE SUPPLIES	4,000.00	1,075.14			2,924.86
54805	VEHICLE GASOLINE	4,500.00	5,096.13			-596.13
55800	OTHER SUPPLIES	1,000.00	3,937.07	4.98		-2,942.05
57100	IN -STATE TRAVEL	1,000.00	0.00			1,000.00
57150	TRAIN/EDUCATION	1,000.00	0.00			1,000.00
57300	DUES & PROFESSIONAL MEMBERSHIP	3,000.00	2,640.00			360.00
58700	REPLACEMENT EQUIPMENT	12,000.00	7,313.95			4,686.05
	EXPENSES	55,700.00	53,386.55	4.98		2,308.47
SPECIAL ARTICLES						
BRUSH VEHICLE (FORD F-350)						
58500	BRUSH VEHICLE ART9	30,000.00	30,000.00			0.00
	BRUSH VEHICLE ART9	30,000.00	30,000.00			0.00
	TOTAL FIRE	241,996.00	238,455.29	4.98		3,535.73

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 231 AMBULANCE						
SALARIES & WAGES						
51100	WAGES - FULL TIME	78,241.00	78,465.89			-224.89
51110	WAGES - FULL TIME	15,538.00	15,249.00			289.00
51200	WAGES - PART-TIME	45,000.00	44,683.66			316.34
51300	WAGES - OVERTIME	2,000.00	2,230.78			-230.78
	SALARIES & WAGES	140,779.00	140,629.33			149.67
EXPENSES						
52400	REPAIR/MAINTENANCE	2,000.00	6,984.79			-4,984.79
52700	RENT/LEASE	6,000.00	5,893.78			106.22
53800	OTHER SERVICES	9,000.00	550.27	60.00		8,389.73
54200	OFFICE SUPPLIES	1,600.00	2,080.01			-480.01
54300	BUILDING/EQUIP REPAIRS	0.00	44.88			-44.88
54800	VEHICLE SUPPLIES	4,500.00	435.91			4,064.09
54805	VEHICLE GASOLINE	4,500.00	4,714.04			-214.04
55000	MEDICAL SUPPLIES	7,000.00	9,925.21			-2,925.21
55800	OTHER SUPPLIES		1,072.03			-1,072.03
57150	TRAIN/EDUCATION	8,000.00	13,400.00			-5,400.00
57300	DUES & PROFESSIONAL MEMBERSHIP	2,000.00	2,010.00			-10.00
58700	REPLACEMENT EQUIPMENT	5,600.00	1,359.00			4,241.00
	EXPENSES	50,200.00	48,469.92	60.00		1,670.08
AMBULANCE PURCHASE						
58000	AMBULANCE PURCHASE	135,000.00	0.00		135,000.00	0.00
	AMBULANCE PURCHASE	135,000.00	0.00		135,000.00	0.00
	TOTAL AMBULANCE	325,979.00	189,099.25	60.00	135,000.00	1,819.75
Dept: 241 BUILDING INSPECTOR						
SALARIES & WAGES						
51100	WAGES - FULL TIME	63,708.00	63,708.00			0.00
51110	WAGES - FULL TIME STAFF	27,120.00	26,707.48			412.52
51904	WAGES - STIPENDS	17,293.00	16,092.40			1,200.60
	SALARIES & WAGES	108,121.00	106,507.88			1,613.12

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
EXPENSES						
53401	ADVERTISING		488.45			-488.45
53400	TELEPHONE	0.00	0.00			0.00
53404	CELLULAR TELEPHONE	600.00	654.82			-54.82
53800	OTHER SERVICES	200.00	503.49			-303.49
54200	OFFICE SUPPLIES	900.00	285.21			614.79
57100	IN-STATE TRAVEL	4,000.00	3,405.92			594.08
57150	TRAIN/EDUCATION	1,150.00	705.00			445.00
57300	DUES & PROFESSIONAL MEMBERSHIP	0.00	225.00			-225.00
58500	ADDITIONAL EQUIPMENT		159.99			-159.99
	EXPENSES	6,850.00	6,427.88			422.12
	TOTAL BUILDING INSPECTOR	114,971.00	112,935.76			2,035.24
Dept: 244 SEALER WEIGHTS & MEASURES						
EXPENSES						
53000	PROF/TECH	1,500.00	1,500.00			0.00
	EXPENSES	1,500.00	1,500.00			0.00
	TOTAL SEALER WEIGHTS & MEASURES	1,500.00	1,500.00			0.00
Dept: 291 CIVIL DEFENSE						
SALARIES & WAGES						
51904	WAGES - STIPENDS	315.00	315.00			0.00
	SALARIES & WAGES	315.00	315.00			0.00
EXPENSES						
52400	REPAIR/MAINTENANCE	0.00	578.00			-578.00
53000	PROF/TECH	0.00	190.00			-190.00
55800	OTHER SUPPLIES	1,200.00				1,200.00
	EXPENSES	1,200.00	768.00			432.00
ENCUMBRANCES						
57000	ENCUMBRANCES	1,200.00	1,200.00			0.00
	ENCUMBRANCES	1,200.00	1,200.00			0.00
	TOTAL CIVIL DEFENSE	2,715.00	2,283.00			432.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 294 FORESTRY						
SALARIES & WAGES						
51904	WAGES - STIPENDS	600.00	600.00			0.00
	SALARIES & WAGES	600.00	600.00			0.00
EXPENSES						
52400	REPAIR/MAINTENANCE	6,600.00	5,539.84			1,060.16
	EXPENSES	6,600.00	5,539.84			1,060.16
	TOTAL FORESTRY	7,200.00	6,139.84			1,060.16
Dept: 295 WATERWAYS -DIVE RESCUE						
EXPENSES						
58500	ADDITIONAL EQUIPMENT	9,800.00	9,800.00			0.00
	EXPENSES	9,800.00	9,800.00			0.00
	TOTAL WATERWAYS -DIVE RESCUE	9,800.00	9,800.00			0.00
	TOTAL PUBLIC SAFETY	**2,104,606.60**	**1,912,749.59**	**64.98**	**135,000.00**	**56,792.03**
Dept: 300.000 EDUCATION						
	SALARIES & WAGES	8,505,603.52	8,344,681.88	160,921.20		0.44
	EXPENSES	1,434,072.44	1,422,014.98	12,036.54		20.92
	EDUCATION	9,939,675.96	9,766,696.86	172,957.74		21.36
ENCUMBRANCES						
	SALARIES & WAGES	74,400.75	74,400.75			0.00
	EXPENSES	45,374.46	44,705.27			669.19
	EDUCATION ENCUMBRANCES	119,775.21	119,106.02			669.19
INTERGOVERNMENTAL						
13990000	INTER GOV. B.V.REG.VOC.SCHOOL					0.00
51904	WAGES - STIPENDS	500.00	500.00			0.00
	SALARIES & WAGES	500.00	500.00			0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
DEBT SERVICE						
53201	B.V.REG - DEBT	64,190.00	64,190.00			0.00
	DEBT SERVICE	64,190.00	64,190.00			0.00
EXPENSES						
53200	TUITIONS	559,070.00	559,070.00			0.00
57150	TRAIN/EDUCATION					0.00
	EXPENSES	559,070.00	559,070.00			0.00
	TOTAL BLACKSTONE VALLEY VOC	623,760.00	623,760.00			0.00
SCHOOL TRANSPORTATION						
53300	TRANSPORTATION	237,692.00	237,692.00			0.00
53300	SPED TRANSPORTATION	123,846.51	123,846.51			0.00
53300	VOKE TRANSPORTATION	6,787.53	6,787.50			0.03
	TOTAL TRANSPORTATION	368,326.04	368,326.01			0.03
SPECIAL ARTICLES						
1395502	HS REPAIRS ART 5 11/14/06	0.00				
52400	HS REPAIRS ART 5 11/14/06	35,000.00	15,964.00		19,036.00	0.00
	TOTAL HS REPAIRS ART 5 11/14/06	35,000.00	15,964.00		19,036.00	0.00
MEDICAID REIMBURSEMENT						
13800200	MEDICAID REIMBURSEMENT	0.00				
58000	PROF/TECH	0.00	0.00			0.00
	TOTAL OIL TANK REMOVAL	0.00	0.00			0.00
	TOTAL EDUCATION	11,086,537.21	10,893,852.89	172,957.74	19,036.00	690.58
Dept: 420 HWY SIGN ACCOUNT						
EXPENSES						
55300	PUBLIC WORKS	6,000.00	6,000.00			0.00
	EXPENSES	6,000.00	6,000.00			0.00
	TOTAL HWY SIGN ACCOUNT	6,000.00	6,000.00			0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 421 HIGHWAY ADMIN SALARIES & GENERAL						
SALARIES & WAGES						
51100	WAGES - FULL TIME	68,076.00	67,398.00			678.00
51110	WAGES - FULL TIME	298,792.00	274,184.40			24,607.60
51200	WAGES - PART TIME	48,048.00	38,470.61			9,577.39
51300	WAGES - OVERTIME	10,000.00	4,092.07			5,907.93
	SALARIES & WAGES	424,916.00	384,145.08			40,770.92
EXPENSES						
52101	ELECTRICITY	3,300.00	1,789.84			1,510.16
52102	HEATING	6,840.00	6,384.34			455.66
52400	REPAIR/MAINTENANCE	1,432.10	1,432.10			0.00
52900	OTHER PROPERTY	74.40	74.40			0.00
53001	ADVERTISE	625.60	541.50			84.10
53400	TELEPHONE	850.00	932.34			-82.34
53404	CELLULAR PHONES	300.00	247.50			52.50
53800	OTHER SERVICES	9,000.00	5,972.43			3,027.57
54200	OFFICE SUPPLIES	1,833.00	1,810.49			22.51
54300	BUILDING/EQUIP REPAIRS	5,467.90	10,720.10			-5,252.20
54500	CUSTODIAL SUPPLIES	1,000.00	978.99			21.01
55000	MEDICAL SUPPLIES	400.00	205.46			194.54
57100	IN-STATE TRAVEL	600.00	615.56			-15.56
57150	TRAIN/EDUCATION	150.00	100.00			50.00
57300	DUES & PROFESSIONAL MEMBERSHIP	110.00	110.00			0.00
58500	ADDITIONAL EQUIPMENT	167.00	167.00			0.00
	EXPENSES	32,150.00	32,082.05			67.95
ENCUMBRANCES						
57000	ENCUMBRANCES	1,439.78	1,327.18			112.60
	HWY ADMIN ENCUMBRANCES	1,439.78	1,327.18			112.60
	TOTAL HWY ADMINISTRATION	458,505.78	417,554.31			40,951.47
Dept: 422 HIGHWAY MAINTENANCE						
EXPENSES						
52400	REPAIR/MAINTENANCE	19,693.30	18,925.98			767.32
52900	OTHER PROPERTY RELATED	17,749.50	17,750.00			-0.50
53800	OTHER SERVICES	21,078.54	37,487.23			-16,408.69
54300	BUILDING/EQUIP REPAIRS	30,054.55	15,764.12	19.55		14,270.88

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
54800	VEHICLE SUPPLIES	17,800.00	19,664.89			-1,864.89
54805	VEHICLE GASOLINE	30,000.00	25,092.15			4,907.85
55300	PUBLIC WORKS SUPPLIES	38,660.11	40,185.37			-1,525.26
58500	ADDITIONAL EQUIPMENT	294.00	294.00			0.00
	EXPENSES	175,330.00	175,163.74	19.55		146.71
	HIGHWAY MAINTENANCE	175,330.00	175,163.74	19.55		146.71
Dept: 422.502 HWY 1 TON DUMP TRUCK						
58500	HWY 1 TON DUMP TR	39,000.00	39,000.00			0.00
	HWY 1 TON DUMP TRUCK	39,000.00	39,000.00			0.00
	TOTAL CONSTRUCTION & MAINT	214,330.00	214,163.74	19.55		146.71
Dept: 423 SNOW/ICE CONTROL						
SALARIES & WAGES						
51300	WAGES - OVERTIME	30,570.00	24,525.57			6,044.43
	SALARIES & WAGES	30,570.00	24,525.57			6,044.43
EXPENSES						
52400	REPAIR/MAINTENANCE		3,102.00			-3,102.00
53800	OTHER SERVICES	19,500.00	34,148.00			-14,648.00
54800	VEHICLE SUPPLIES	9,065.00	8,480.07			584.93
54900	FOOD AND FOOD SERVICES	500.00	815.90			-315.90
55300	PUBLIC WORKS SUPPLIES	24,900.00	89,063.96			-64,163.96
	EXPENSES	53,965.00	135,609.93			-81,644.93
	TOTAL SNOW/ICE CONTROL	84,535.00	160,135.50			-75,600.50
Dept: 424 STREET LIGHTING						
EXPENSES						
52101	ELECTRICITY	39,000.00	36,831.73			2,168.27
	EXPENSES	39,000.00	36,831.73			2,168.27
	TOTAL STREET LIGHTING	39,000.00	36,831.73			2,168.27

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 434 MONITOR WELLS						
EXPENSES						
53000	PROF/TECH	11,000.00	9,682.50			1,317.50
	EXPENSES	11,000.00	9,682.50			1,317.50
	TOTAL MONITOR WELLS	11,000.00	9,682.50			1,317.50
Dept: 435 LANDFILL MAINTENANCE						
EXPENSES						
53000	PROF/TECH	2,000.00	1,250.00			750.00
	EXPENSES	2,000.00	1,250.00			750.00
	TOTAL LANDFILL MAINTENANCE	2,000.00	1,250.00			750.00
Dept: 491 CEMETERY						
EXPENSES						
52400	REPAIR/MAINTENANCE	6,000.00	7,428.32			-1,428.32
53800	OTHER SERVICES	10,500.00	6,500.00			4,000.00
54600	GROUNDS KEEPING SUPPLIES	0.00	1,249.81			-1,249.81
55300	PUBLIC WORKS	0.00	30.00			-30.00
55800	OTHER SUPPLIES	0.00	621.02			-621.02
	EXPENSES	16,500.00	15,829.15			670.85
SPECIAL ARTICLES						
01491501	PINE GROVE FENCING					
58500	PINE GROVE FENCING	22,310.00	22,300.00			10.00
	TOTAL PINE GROVE FENCING	22,310.00	22,300.00			10.00
ENCUMBRANCES						
57000	ENCUMBRANCES	540.00	540.00			0.00
	TOTAL ENCUMBRANCES	540.00	540.00			0.00
	TOTAL CEMETERY	39,350.00	38,669.15			680.85
	TOTAL PUBLIC WORKS	**854,720.78**	**884,286.93**	**19.55**	**0.00**	**-29,585.70**

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 511 HEALTH DEPT						
SALARIES & WAGES						
51110	WAGES - FULL TIME	32,979.00	32,978.40			0.60
51200	WAGES - PART-TIME	7,698.00	7,733.00			-35.00
51201	WAGES - PART-TIME	500.00	490.00			10.00
51300	WAGES - OVERTIME	800.00	634.20			165.80
	SALARIES & WAGES	41,977.00	41,835.60			141.40
EXPENSES						
52700	RENT/LEASE	0.00				0.00
53000	PROF/TECH	3,450.00	2,905.00			545.00
53001	ADVERTISE	350.00	25.20			324.80
53006	BONDING	100.00	100.00			0.00
53404	CELLULAR PHONES	750.00	449.47			300.53
53800	OTHER SERVICES	3,100.00	1,371.50			1,728.50
54200	OFFICE SUPPLIES	1,000.00	876.42			123.58
55000	MEDICAL SUPPLIES	600.00	184.35			415.65
55800	OTHER SUPPLIES	1,090.00	570.37			519.63
57100	IN-STATE TRAVEL	600.00	664.43			-64.43
57150	TRAIN/EDUCATION	300.00	270.00			30.00
57300	DUES & PROFESSIONAL MEMBERSHIP	100.00	100.00			0.00
	EXPENSES	11,440.00	7,516.74			3,923.26
	TOTAL HEALTH DEPT	53,417.00	49,352.34			4,064.66
Dept: 513 ANIMAL INSPECTION						
SALARIES & WAGES						
51200	WAGES - PART-TIME	2,561.00	2,561.00			0.00
	SALARIES & WAGES	2,561.00	2,561.00			0.00
EXPENSES						
55800	OTHER SUPPLIES	100.00	100.00			0.00
57100	IN-STATE TRAVEL	200.00	182.09			17.91
	EXPENSES	300.00	282.09			17.91
	TOTAL ANIMAL INSPECTION	2,861.00	2,843.09			17.91

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 522 NURSING SERVICES						
SALARIES & WAGES						
51100	WAGES - FULL TIME	16,612.00	13,377.00			3,235.00
	SALARIES & WAGES	16,612.00	13,377.00			3,235.00
	TOTAL NURSING SERVICES	16,612.00	13,377.00			3,235.00
Dept: 541 COUNCIL ON AGING						
SALARIES & WAGES						
51100	WAGES - FULL TIME	23,170.00	23,169.64			0.36
51200	WAGES - PART-TIME	39,187.30	38,809.44			377.86
	SALARIES & WAGES	62,357.30	61,979.08			378.22
EXPENSES						
52400	REPAIR/MAINTENANCE	590.00	590.00			0.00
53001	ADVERTISING	0.00	83.75			-83.75
53400	TELEPHONE	1,920.00	2,395.72	218.98		-694.70
53800	OTHER SERVICES	84.00	88.00			-4.00
54200	OFFICE SUPPLIES	1,063.00	856.28			206.72
54300	BUILD/EQUIP REPAIRS	435.00	173.56			261.44
55800	OTHER SUPPLIES	1,460.00	721.20			738.80
57100	IN-STATE TRAVEL	875.00	1,477.53			-602.53
57150	TRAIN/EDUCATION	300.00	60.00			240.00
57300	DUES & PROFESSIONAL MEMBERSHIP	815.00	810.00			5.00
	EXPENSES	7,542.00	7,256.04	218.98		66.98
	TOTAL COUNCIL ON AGING	69,899.30	69,235.12	218.98		445.20
Dept: 543 VETERANS SERVICES						
EXPENSES						
53000	PROF/TECH	9,191.00	0.00			9,191.00
53800	OTHER SERVICES	0.00	8,700.69			-8,700.69
54200	OFFICE SUPPLIES	0.00	56.43			-56.43
55800	OTHER SUPPLIES	200.00	362.51			-162.51
57100	IN -STATE TRAVEL	0.00	252.74			-252.74
57000	MISCELLANEOUS	0.00				0.00
57300	DUES & PROFESSIONAL MEMBERSHIP	75.00	35.00			40.00
	EXPENSES	9,466.00	9,407.37			58.63

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
57700	VETERAN'S BENEFITS	14,000.00	13,368.05			631.95
	VETERAN'S BENEFITS	14,000.00	13,368.05			631.95
	TOTAL VETERANS SERVICES	23,466.00	22,775.42			690.58
	TOTAL HUMAN SERVICES	**166,255.30**	**157,582.97**	**218.98**	**0.00**	**8,453.35**
Dept: 610 LIBRARY						
SALARIES & WAGES						
51100	WAGES - FULL TIME	57,000.00	57,000.00			0.00
51110	WAGES - FULL TIME	50,043.00	49,136.94			906.06
51200	WAGES - PART-TIME	17,947.00	17,245.43			701.57
	SALARIES & WAGES	124,990.00	123,382.37			1,607.63
EXPENSES						
52101	ELECTRICITY	3,560.00	2,007.42			1,552.58
52102	HEATING	3,900.00	2,723.09			1,176.91
52400	REPAIR/MAINTENANCE	0.00	50.00			-50.00
52900	OTHER PROPERTY RELATED		450.00			-450.00
53000	PROF/TECH	6,174.00	6,675.00			-501.00
53400	TELEPHONE	1,600.00	1,044.01			555.99
53800	OTHER SERVICES	500.00	294.90			205.10
54200	OFFICE SUPPLIES	1,280.00	3,467.73			-2,187.73
54300	BUILD/EQUIP REPAIRS	1,150.00	471.66			678.34
55800	OTHER SUPPLIES	35,100.00	36,190.23			-1,090.23
57400	INSURANCE	145.00				145.00
57100	IN-STATE TRAVEL	0.00	0.00			0.00
	EXPENSES	53,409.00	53,374.04			34.96
LIBRARY ENCUMBRANCES						
57000	ENCUMBRANCES	4,897.59	4,081.37			816.22
	TOTAL LIBRARY ENCUMBRANCES	4,897.59	4,081.37			816.22
SPECIAL ARTICLES						
LIB AIR CONDITIONING ART 2 5/16/05						
58200	LIBRARY A/C	14,450.00	2,077.00		12,373.00	0.00
	LIBRARY A/C	14,450.00	2,077.00		12,373.00	0.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
LIB ADA COMP ART 9 11/14/06						
58200	PROF/TECH	3,000.00	0.00		3,000.00	0.00
	LIBRARY ADA COMP ART 9 11/14/06	3,000.00	0.00		3,000.00	0.00
	TOTAL LIBRARY	200,746.59	182,914.78		15,373.00	2,458.81
Dept: 630 RECREATION						
SALARIES & WAGES						
51200	WAGES - PART-TIME	6,400.00	6,033.75			366.25
	SALARIES & WAGES	6,400.00	6,033.75			366.25
EXPENSES						
52101	ELECTRICITY	2,200.00	1,865.48			334.52
52102	HEATING	500.00	0.00			500.00
52400	REPAIR/MAINTENANCE	11,500.00	13,865.76	3,736.02		-6,101.78
52900	OTHER PROPERTY	1,500.00	166.80			1,333.20
53400	TELEPHONE	0.00	296.57	50.00		-346.57
53800	OTHER SERVICES	0.00	0.00			0.00
54800	VEHICLE SUPPLIES	500.00	45.35			454.65
54805	VEHICLE GASOLINE		174.02			-174.02
55800	OTHER SUPPLIES	2,131.00	2,523.83			-392.83
57100	IN-STATE TRAVEL	1,000.00	0.00			1,000.00
57300	DUES & PROFESSIONAL MEMBERSHIP	3,700.00	550.00			3,150.00
58000	CAPITAL	0.00	0.00			0.00
58700	REPLACEMENT EQUIPMENT	4,000.00	1,487.43	2,141.72		370.85
	EXPENSES	27,031.00	20,975.24	5,927.74		128.02
	RECREATION	33,431.00	27,008.99	5,927.74		494.27
Dept: 630 RECREATION MARTIN ROAD						
01630501	MARTIN ROAD ENG ART 2 5/16/05					
52902	MARTIN ROAD ENG ART 2 5/16/05	3,984.50	3,884.50		100.00	0.00
	RECREATION MARTIN ROAD	3,984.50	3,884.50		100.00	0.00
	TOTAL RECREATION	37,415.50	30,893.49	5,927.74	100.00	494.27

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: 692 CELEBRATIONS						
EXPENSES						
53800	OTHER SERVICES	1,593.00	1,593.00			0.00
	EXPENSES	1,593.00	1,593.00			0.00
ENCUMBRANCES						
57000	ENCUMBRANCES	1,500.00	1,500.00			0.00
	ENCUMBRANCES	1,500.00	1,500.00			0.00
	TOTAL CELEBRATIONS	3,093.00	3,093.00			0.00
	TOTAL CULTURE & RECREATION	**241,255.09**	**216,901.27**	**5,927.74**	**15,473.00**	**2,953.08**
Dept: 709 DEBT - OTHER COSTS						
EXPENSES						
53000	PROF/TECH	8,894.00	7,612.91			1,281.09
	EXPENSES	8,894.00	7,612.91			1,281.09
	TOTAL DEBT - OTHER COSTS	8,894.00	7,612.91			1,281.09
Dept: 710 DEBT PRINCIPAL						
DEBT SERVICE						
59100	DEBT PRINCIPAL	55,000.00	55,000.00			
59101	MULTI-PURPOSE 6/90 7.4% EX.	70,000.00	70,000.00			0.00
59102	POLICE STA FHA EX.	28,750.00	28,750.00			0.00
59103	SEWER DSN LEVY 107K 4/1 3.9%	11,250.00	11,250.00			0.00
59104	CAFETORIUM 355K 4/1 3.9%	25,000.00	25,000.00			0.00
59105	EARLY CHILDHOOD 12/97 EXEMPT	96,000.00	96,000.00			0.00
59106	FIRE/EMS STATION 12/97 EXEMPT	34,769.00	34,769.00			0.00
59107	FIRE EMS 9/99 $110K EX	10,000.00	10,000.00			0.00
59108	LAND ACQUISITION 1,155 4/1 3.9%	100,000.00	100,000.00			0.00
59109	SCHOOL - 9.9 11/02	385,000.00	385,000.00			0.00
59110	SCHOOL-4.065 M	155,000.00	155,000.00			0.00
59111	WWTF LEVY	198,137.00	198,137.25			-0.25
59112	T.HALL/P.O. 12/95 5.623% 349K	18,595.00	18,595.10			-0.10

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
59113	MULTI-2004 LAND CH61	15,000.00	15,000.00			0.00
	DEBT SERVICE	1,202,501.00	1,202,501.35			-0.35
	TOTAL DEBT PRINCIPAL	1,202,501.00	1,202,501.35			-0.35
Dept: 751 INTEREST ON LONG TERM DEBT						
DEBT SERVICE						
59100	DEBT INTEREST	15,675.00	15,675.00			0.00
59101	MULTI 6/90	12,475.00	12,475.00			0.00
59102	POLICE STA FHA EX.	11,320.00	11,320.31			-0.31
59103	SEWER DSN LEVY 107K 4/1 3.9%	2,095.00	2,095.00			0.00
59104	CAFETORIUM 355K 4/1 3.9%	4,693.00	4,692.50			0.50
59105	EARLY CHILDHOOD 12/97 EXEMPT	6,528.00	6,528.00			0.00
59106	FIRE/EMS STATION 12/97 EXEMPT	15,302.00	15,302.10			-0.10
59107	FIRE EMS 9/99 $110K EX	2,000.00	2,000.00			0.00
59108	LAND ACQUISITION 1,155 4/1 3.9%	20,450.00	20,450.00			0.00
59109	SCHOOL - 9.9 11/02	339,232.00	339,231.25			0.75
59110	SCHOOL-4.065 M	151,724.00	151,723.76			0.24
59111	WWTF LEVY	150,117.00	143,902.24			6,214.76
59112	PO NON EXL	10,875.00	10,874.90			0.10
59113	CH 61 LAND	7,339.00	7,338.74			0.26
	DEBT SERVICE	749,825.00	743,608.80			6,216.20
	TOTAL INTEREST ON LONG TERM DEBT	749,825.00	743,608.80			6,216.20
Dept: 752 INTEREST ON SHORT TERM DEBT						
DEBT SERVICE						
59300	BAN NOTE INTEREST	22,789.00	22,788.39			0.61
59301	HS BAN INTEREST	0.00	0.00			0.00
	DEBT SERVICE	22,789.00	22,788.39			0.61
	TOTAL INTEREST ON SHORT TERM DEBT	22,789.00	22,788.39			0.61
	TOTAL DEBT SERVICE	**1,984,009.00**	**1,976,511.45**	**0.00**	**0.00**	**7,497.55**
Dept: 570 STATE ASSESSMENTS						
56200	COUNTY ASSESSMENT	8,923.00	8,923.00			0.00
56300	STATE ASSESS. SCHOOL CHOICE	412,830.00	293,218.00			119,612.00

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
56320	STATE ASSESS. CHARTER SCHOOL		8,755.00			-8,755.00
56330	STATE ASSESS. SPED	303.00				303.00
56400	STATE ASSESS. AIR POLLUTION	1,874.00	1,874.00			0.00
56460	STATE ASSESS. RMV NONRENEWAL	5,940.00	4,840.00			1,100.00
56630	STATE ASSESS. REGIONAL TRANS	4,969.00	4,240.00			729.00
	TOTAL STATE ASSESSMENTS	434,839.00	321,850.00			112,989.00
	TOTAL INTERGOVERNMENTAL	**434,839.00**	**321,850.00**	**0.00**	**0.00**	**112,989.00**
Dept: 911 RETIREMENT CONTRIBUTION						
FRINGE BENEFITS						
51706	WORCESTER COUNTY RETIRE ASSESS	490,385.00	490,385.00			0.00
51707	EMPLOYER'S TOWN FICA	40,000.00	38,996.83			1,003.17
51708	EMPLOYER'S SCHOOL FICA	125,000.00	119,718.15			5,281.85
	FRINGE BENEFITS	655,385.00	649,099.98			6,285.02
	TOTAL RETIREMENT CONTRIBUTION	655,385.00	649,099.98			6,285.02
Dept: 913 UNEMPLOYMENT						
51700	UNEMPLOYMENT INSURANCE	30,000.00	25,789.72			4,210.28
	UNEMPLOYMENT	30,000.00	25,789.72			4,210.28
	TOTAL UNEMPLOYMENT	30,000.00	25,789.72			4,210.28
Dept: 914 HEALTH INSURANCE						
FRINGE BENEFITS						
51703	HEALTH & LIFE INSURANCE	633,487.00	596,094.69			37,392.31
51704	HEALTH & LIFE INS.- SCHOOL	1,312,661.00	1,316,637.57			-3,976.57
	FRINGE BENEFITS	1,946,148.00	1,912,732.26			33,415.74
	TOTAL HEALTH INSURANCE	1,946,148.00	1,912,732.26			33,415.74
	TOTAL FRINGE BENEFITS	**2,631,533.00**	**2,587,621.96**	**0.00**	**0.00**	**43,911.04**

		Final Budget	Expended	Encumbered	Continued Appropriation	Closed to Fund Balance
Dept: PRIOR YEAR INVOICES						
57600	PRIOR YEAR INVOICES	7,081.57	7,081.57			
	OTHER SERVICES AND CHARGES	7,081.57	7,081.57			0.00
	TOTAL PRIOR YEAR INVOICES	**7,081.57**	**7,081.57**	**0.00**	**0.00**	**0.00**
TRANSFERS						
59620	TRANSFERS TO SPECIAL REVENUE	3,000.00	3,000.00			
	TOTAL TRANSFER TO SPECIAL REVENUE	3,000.00	3,000.00			0.00
59680	TRANSFERS TO STABILIZATION	172,915.00	172,915.00			
	TOTAL TRANSFER TO STABILIZATION	172,915.00	172,915.00			0.00
	TOTAL TRANSFERS	**175,915.00**	**175,915.00**	**0.00**	**0.00**	**0.00**
	TOTAL GENERAL FUND:	**21,768,818.98**	**20,705,065.45**	**183,036.12**	**575,940.52**	**304,776.89**

TOWN OF DOUGLAS
COMBINING BALANCE SHEET-ENTERPRISE FUNDS
June 30, 2007

	Enterprise Fund 0600 Water/Sewer	Enterprise Fund 0610 Transfer Station		TOTAL Enterprise Funds
Assets				
Cash and investments	1,200,911.90	91,571.55		1,292,483.45
Accounts receivable	144,325.43	0.00		144,325.43
Due from Commonwealth	0.00	0.00		0.00
Due from Federal Government	0.00	0.00		0.00
Due from other funds	0.00	0.00		0.00
Loans Authorized	0.00	0.00		0.00
	1,345,237.33	**91,571.55**		**1,436,808.88**
Liabilities & Fund Bal.				
Warrants/Accounts payable	28,026.18	19,884.54		47,910.72
Sales Tax payable	0.00			
Due to Other Funds	0.00	0.00		0.00
Deferred revenue	144,325.43	0.00		144,325.43
Notes payable	0.00	0.00		0.00
Loans Authorized/Unissued	0.00	0.00		0.00
Fund balance - designated	0.00	0.00		0.00
Fund balance - reserved	760,223.25	15,960.00		776,183.25
Unreserved fund balance	412,662.47	55,727.01		468,389.48
	1,345,237.33	**91,571.55**		**1,436,808.88**

TOWN OF DOUGLAS
COMBINING STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES-ENTERPRISE FUND
Year ended June 30, 2007

	Enterprise Fund 0600 Water/Sewer	Enterprise Fund 0610 Transfer Station		TOTAL Enterprise Funds
Revenues				
Intergovernmental	0.00	0.00		0.00
Charges for Services	863,875.00	261,301.19		1,125,176.19
Other	54,721.54	3,660.20		58,381.74
	918,596.54	264,961.39		1,183,557.93
Expenditures				
Personal Services	248,027.25	37,467.40		285,494.65
Purchase of Services	220,748.55	217,686.58		438,435.13
Supplies	51,030.41	1,708.91		52,739.32
Other Charges & Expenditures	10,639.80	12.13		10,651.93
Capital Outlay		0.00		0.00
Debt Service	281,340.07	0.00		281,340.07
	811,786.08	256,875.02		1,068,661.10
Excess Revenues over/ (under) Expenditures	106,810.46	8,086.37		114,896.83

Revenues - continued	Enterprise Fund 0600 Water/Sewer	Enterprise Fund 0610 Transfer Station		TOTAL Enterprise Funds
Bond Proceeds	0.00	0.00		0.00
Transfers in	0.00	0.00		0.00
Transfers (out)	0.00	0.00		0.00
	0.00	0.00		0.00
Excess Revenues over/ (under) Exp/Transfers	106,810.46	8,086.37		114,896.83
Fund Balance, 6/30/06	1,066,075.26	63,600.64		1,129,675.90
Fund Balance, 6/30/07	1,172,885.72	71,687.01		1,244,572.73

DOUGLAS, MASS. INCORPORATED 1746

TREASURER

To the Selectmen of the Town of Douglas:

The following is my report for Fiscal Year 2007, as the Treasurer of the Town of Douglas, as recommended by the Division of Local Services, Department of Revenue, called for by Chapter 40, Section 49, of the Massachusetts General Laws.

Schedule of Treasurer's Cash June 30, 2007

Bank Accounts:			
	MMDT		$ 675,573.79
	Unibank		$ 5,232,970.76
		Total	**$ 5,908,544.55**
Stabilization Fund:			
	Unibank	7 Day CD	$ 1,811,554.70
		Total	**$ 1,811,554.70**
Other:			
	Contractor Performance Bonds		$ 626,921.68
	Trust Fund Assets		$ 200,822.47
	School Lunch Depository		$ 81,966.82
	School Activity Accounts		$ 125,048.07
	Total		**$ 1,034,759.04**
	Total of all cash and investments:		**$ 8,754,858.29**

TOWN OF DOUGLAS INDEBTNESS
Bonded Debt Schedule
June 2007

Original Amount	Description	Rate	Maturity	Principal Balance as of 6/30/2007
$135,000.00	Departmental Equipment - Ambulance	4.00%	2011	**$135,000.00**
$767,200.00	Land Acquisition - New High School	4.00%	2021	**$767,200.00**
$9,900,000.00	School Construction - New High School	3.00%	2022	**$8,190,000.00**
$5,970,506.00	New Sewer Plant	2.00%	2025	**$5,970,506.00**
$104,700.00	Well	5.125%	2034	**$90,412.80**
$855,000.00	Well	5.2%	2015	**$448,220.70**
$555,000.00	Water Tank	6.00% - 4.25%	2018	**$381,921.00**
$1,200,000.00	Municipal Purpose of 1999	7.00% - 5.150%	2010	**$210,000.00**
$1,155,000.00	Land Acquisition - New High School	3.500% - 4.250%	2011	**$400,000.00**
$355,000.00	Cafetorium - Elementary School	3.500% - 4.250%	2011	**$90,000.00**
$107,500.00	New Sewer Plant Design - Levy	3.500% - 4.250%	2011	**$40,000.00**
$322,500.00	New Sewer Plant Design - Rates	3.500% - 4.250%	2011	**$120,000.00**
$4,065,000.00	School Construction	4.16%	2023	**$3,615,000.00**
$560,000.00	Building Remodeling	4.16%	2013	**$385,000.00**
$225,000.00	Land Acquisition	4.16%	2018	**$180,000.00**
$206,500.00	Water Lines	4.25%	2033	**$195,448.00**
$575,000.00	Police Station	5.625%	2012	**$172,500.00**
$960,000.00	Early Childhood	6.00% - 4.250%	2008	**$96,000.00**
$615,000.00	Fire/EMS Station	6.00% - 4.250%	2012	**$302,079.00**
$349,000.00	Post Office Renovation	5.25%	2014	**$188,546.00**
			Total	**$21,977,833.50**

W2 Salaries - 2007	
ALDRICH,PATRICK	$200.00
ALGER, JANE	$24,407.49
AMARAL, ERIK	$719.25
ANDERSON, ALYSHA	$1,362.40
ANDERSON, GAIL	$15,135.76
ANTANAVICA, MARCI	$12,814.38
ANTHONY, KRISTA	$39,122.79
ARSENAULT, MICHELLE	$6,722.10
ASADOORIAN, MARK	$200.00
ASSELIN, KIMBERLY	$795.00
AUBIN, MARYELLEN	$18,015.01
AUBREY, LYNNE	$41,616.52
AUGER, ELEANOR MARIE	$40,786.52
BABBITT, TAMMY	$1,551.65
BABIGIAN, MICHELLE	$49,461.56
BABOLA, TODD	$11,894.16
BABOLA, ERIN	$47,098.32
BACHELDER, BEVERLY	$91,988.36
BACON, ANN	$490.00
BACON, MARLEEN	$35,617.51
BAKER, COLLEEN	$210.00
BAKER, HENRY	$39,295.92
BALDYGA, AMY	$62,619.68

W2 Salaries - 2007	
BALLOU, NANCY	$12,157.15
BARRY, KELLY	$590.25
BARSANO, LAURA	$210.00
BATSON, ANNE MARIE	$8,504.73
BEANE, SARAH	$28,027.15
BEDLION, KAREN	$14,017.62
BEGIN, RAYMOND	$46,750.36
BEGIN, RAYMOND	$1,920.00
BEGLEY, JUDITH C	$1,842.00
BELLE, NICOLE	$525.00
BELLIVEAU, KARLA	$4,365.00
BERG, SHARRON L	$71,454.32
BERQUIST, KRISTEN	$39,409.61
BERTHIAUME, KIMBERLY	$63,208.16
BERTONE, JULIE M	$50,953.44
BIAGIONI, SUSAN L	$12,730.17
BIGOLD, RENEE	$1,200.00
BLANCHARD, PAULA	$4,831.20
BLATCHFORD, KRISTINE	$45,358.15
BLATCHFORD, JR, JOHN	$1,300.00
BLONIASZ, JACOB	$33,118.98
BOISVERT, SUZANNE	$2,695.00
BOLIO, PAUL	$66,218.16
BOLLIN, AMY	$44,605.80
BOLLINGER, TRENTON	$3,520.00
BOMBARA, JOHN	$193.60
BOMBREDI, RENEE	$13,993.79
BOUCHER, DANIELLE	$1,875.75
BOULTER, MEREDITH	$15.00
BOURGEOIS, PATRICIA	$1,540.00
BOURQUE, KIMBERLY	$14,110.62
BOWEN, GAIL	$6,126.16
BRAGA, DIANNE	$38,430.40
BRANEY, CAROLYN	$43,414.64
BREZNIAK, WALTER	$1,785.00
BRIGGS, LOIS	$11,815.19
BRONZO, SHANNON	$38,173.36
BROSNAHAN, KATHY	$36,848.70
BROTHERTON, SHARON	$55,423.61
BROUILLETTE, PAULA	$300.00
BROWN, DENISE	$1,312.50
BROWN, DOUGLAS	$1,540.00
BROWN, DAVID JAMES	$63,360.01
BRULE, PHILIP	$58,798.30
BRULE, PATRICIA	$54,605.74
BRUNDAGE, LUCAS	$34.95
BRUNDAGE, MELANIE	$1,400.00
BURGESS, ANNE M	$338.77
BUSHA, ROGER	$1,046.52
BUTLER, ROBIN	$8,467.83
CAMPBELL, KATHLEEN	$27,330.41
CAMPO, PETER	$2,627.89
CANHA, ERIN	$11,894.16
CARDONE, REGINA	$48,392.17

CARELLI, AMANDA	$1,120.00
CAREY, TIMOTHY	$963.04
CARLSSON, ANN D	$57,547.45
CARTER, PAMELA	$50,755.00
CARTER, SCOTT	$16.00
CASAVANT, PAUL	$13,255.44
CHAISSON, JILLIAN	$5,124.00
CHAUVIN, LEAH	$54,547.84
CHENEY, MICHAEL	$412.50
CHESLEY, MARIA	$31,623.38
CHICOINE, ERIN	$9,593.40
CHIODA, JOSEPH	$16,300.55
CHIPMAN, KEITH	$63,956.35
CHRISTIANSEN, TAMMARIE	$12,549.27
CHUPKA, DAVID	$2,832.50
CICERO, KIMBERLY	$52,882.96
CODER, MARSHA	$63,708.16
COE, ANGELA	$120.00
COHEN, MITCHELL	$300.00
COHEN, JONATHAN	$444.56
COLABELLO, LOUIS PAUL	$63,635.88
COLE JR, GORDON	$33,457.32
COLONERO, PATRICK J	$49,426.30
COLTON, NICHOLAS	$3,933.00
CONNOR, CAROL	$14,010.75
CORDANI, LAURA	$58,658.72
CORSO, RENEE	$7,560.00
CORTESE, ANDREA	$1,365.00
COSTA, EMILY	$51,353.44
COSTANZA, WILLIAM	$39,187.96
COTE, CHRISTIE	$50,080.00
CRISTIAN, KAREN	$47,098.32
CROTEAU, DENNIS	$65,453.74
CROWLEY, DARLENE	$12,778.53
CULLEN, BRIEN A	$65,208.16
CUNDIFF, WILLIAM	$81,340.28
CURRAN, CATHERINE	$6,767.28
CURTIS, MATTHEW	$7,473.12
CUSHING, MAURA	$26,631.00
CUTTING, ANDREA L	$4,319.55
CUTTING, JARYD	$118.13
CYR, LORI	$31,893.16
DAGENAIS, STEPHANIE	$68,387.04
DAMORE, EILEEN F	$30,502.84
DAVIS, CARMEN L	$12,661.71
DEGENOVA, GEORGE	$8,515.62
DEJONG, DAVID	$49,211.83
DELUCA, CHARLENE	$6,384.07
DECOTEAU, RAYMOND J	$48,143.81
DELPHOS, MARY	$13,182.45
DENONCOUR, ALBERT J	$68,615.40
DESILETS, NICOLE	$1,173.79
DEWAN JR, JOHN	$7,147.25
DICKINSON, MARSHA F	$70,112.16

DICKSON, NICOLE	$9,798.53
DIONIS, MARIA	$68,209.56
DIXSON, JEAN	$750.00
DORAN, GRACE A	$63,308.16
DOWNS, RICHARD	$12,356.01
DOYLE, NANCY A	$63,208.16
DOYON, SR., ROBERT	$2,832.50
DUBE, MARYLYNNE	$401.44
DUCHARME, JOHN	$10,559.58
DUCHARME, JOHN	$14,797.55
DUDLEY III, RALPH E	$50,313.40
DUFAULT, ANDRE R	$38,981.72
DUNLEAVY, MARK W	$56,266.58
DUNLEAVY JR, DANIEL W	$41,315.20
DUPRE, NANCY A	$70,912.16
DURKIN, DEBORAH A	$1,680.00
DURKIN, KALEIGH	$302.75
EBBELING, FRANCES V	$2,607.71
ELLIOTT, GERALD	$71,030.56
EPLITE, ANN	$287.79
FEELEY, ROBERT	$43,040.18
FERGUSON, ALEX	$3,713.00
FERRARO, GINGER	$6,380.00
FIELD, CAROL	$650.00
FISH, AMY	$140.00
FITZPATRICK, CAROLINE	$46,180.54
FITZPATRICK, JEAN M	$69,968.52
FITZPATRICK, JOHN	$1,299.93
FLANAGAN, ANN MARIE	$2,365.32
FLAYHAN, CATHERINE	$58,645.16
FOLEY, PATRICK T	$86,019.39
FORD, LISA	$40,166.52
FOREST, MICHELLE A	$63,208.16
FORGET, NORMAN L	$14,000.31
FORNARA, ANDREA	$26,714.32
FORTIER JR, RONALD A	$67,273.90
FRAGA, LINDA M	$69,039.54
FREEMAN, LISA	$10,204.60
FULONE, BRETT D	$67,862.87
FURNO, PATRICIA	$1,057.13
FURNO, CHRISTINE E	$52,225.00
FURNO, JOHN J	$74,577.01
FURNO, DAVID	$52,122.65
FURNO, HEATHER	$350.00
FURNO, ADAM J	$44,789.47
GALLANT, ROBERT	$36,853.86
GANAS, NANCY	$12,353.52
GARERI, JOYCE	$1,100.00
GARLAND, MOLLY	$2,240.00
GARRISON, LOIS	$195.00
GASKELL, BETHANY	$3,558.00
GASKELL, LYNNE M	$61,617.68
GAUTHIER, KATHLEEN N	$65,788.56
GAZZANO, KELLY	$18,605.44

GERARDI, CYNTHIA	$1,295.79
GERVAIS, KATHLEEN	$1,540.00
GICAS, KRISTIN	$12,191.04
GIEDRYS, PATRICIA	$8,671.00
GILBERT, GLENN G	$87,471.52
GILBERT, YVONNE	$15,818.02
GILBERT, GREGORY G	$62,163.75
GILREIN, CATHERINE	$56,913.04
GINISI, BRIAN	$11,894.16
GIONET, JOHN	$40,143.40
GJELTEMA, HAROLD	$958.08
GLEBUS, VICKI	$42,067.76
GLODE, KAREN	$263.64
GNIADEK, LORI A	$11,812.40
GNIADEK, JACOB	$1,962.00
GODBOUT, ROBERT G	$84,955.60
GONYNOR, MICHAEL	$5,350.10
GONYNOR, DONALD P	$71,546.38
GOPIN, TRACY	$385.00
GOSS JR, ROBERT	$64,906.24
GOULD, TRAVIS	$35,472.60
GRAVESON, KELLY	$43,814.64
GRAVESON, ALYSSA M	$23,649.89
GRAY, KRIS	$4,568.16
GRENIER, JASON	$28,252.36
GRENIER, PATRICIA	$8,383.04
GRIFFIN, THOMAS	$43,995.09
GRIFFIN, JR., ARTHUR	$280.00
GRIGAS, BRIAN	$640.00
GRONDIN, III, JAMES	$483.38
GUERRA, SARA	$13,972.00
GUERTIN, MARY	$2,383.96
GURNEY, TYLER	$982.50
GUZINSKI, MICHAEL	$96,308.06
HACKETT, ANNE	$65,135.27
HADFIELD, CHRISTOPHER	$210.00
HAIGH, SHEILA	$66,629.16
HAIRE, COLIN	$800.00
HALACY, JUNEMARIE	$7,567.90
HALL, BRIAN	$661.33
HAMM, BRUCE	$538.08
HAMMOND, JACLYN	$9,938.88
HAMMOND, CHARLENE	$20,643.20
HAND, ELLEN	$5,577.73
HANLEY, DIANE	$1,932.01
HANNON, STEPHANIE	$13,738.08
HARKINS, STEPHANIE L	$59,372.80
HARLOW, DANIEL	$11,863.24
HARRIS, DEBBY	$28,242.78
HASEMANN, MARIE ANN	$2,170.00
HAYES, KATHLEEN	$45,351.84
HELDENBERGH, GLADYS	$28,155.50
HENDRICKS, CARRIE	$61,719.68
HENNESSEY, CHRISTIE	$8,967.47

HICKEY, WAYNE	$310.00
HILL, JOHN D	$2,932.00
HILL, CHARLES	$2,360.00
HILL, MICHAEL	$12,786.16
HILL, WILLIAM JAMES	$1,556.00
HINCHLIFFE, ERIC	$2,237.28
HIPPERT, DANIELLE J	$63,708.16
HOLM, PATTI	$13,587.63
HOLMBERG, ANDREW	$39,113.90
HOPKINSON, LINDA M	$20,756.30
HUGHES, MICHAEL	$364.40
HURLEY, JESSICA S	$64,191.32
HUTNAK, STACY	$10,854.33
IACOBUCCI, DEAN	$92,976.02
JACKMAN, JANE V	$44,862.79
JACOBS, JILLIAN	$7,050.00
JANE, ANDREA	$45,995.86
JASMIN, ALLISON	$280.00
JEZNACH, LESLIE	$12,421.92
JOHNSON, KENNETH	$2,065.08
JOHNSON, VALERIE	$27,042.32
JOHNSON, NADINE	$820.00
JOHNSON, JAY M	$117.52
JOLDA, FRANCES	$8,660.90
JORDAN, JENNIFER	$12,488.32
JOSEY, ROBERT A	$3,680.78
JOST, KATHLEEN	$64,208.16
JURKOWITZ, RENA	$32,378.00
JUSSAUME, GAIL A	$70,912.16
JUSSAUME, JEROME D	$250.00
JUSSAUME-RICHARDS, TAMMIE	$3,465.00
KAMINSKI, MARK E	$62,680.67
KANE, SUZANNE	$45,488.82
KASPER, BRENDA	$20,696.97
KEENAN, JR., BRENDAN	$12,488.32
KEITH, KAREN	$69,968.52
KELLY, JOHN	$4,860.00
KELLY, ELAINE	$195.00
KELLY, CHERYL L	$14,236.72
KESSLER, JULIE E	$24,357.65
KING, STEPHANIE L	$55,915.63
KING, JEFFREY	$50,002.00
KLOSOWSKI, LAUREN	$47,575.68
KOLLETT, JEFFREY R	$47,256.77
KOLLETT, ROBERT	$642.40
KOLLETT, KIMBERLY	$412.51
KOLLETT, CHRISTINE	$11,651.50
KONECZNY, GABRIEL	$12,995.06
KOSLAK, PATRICIA K	$210.00
KRASNER, LORI	$7,218.20
KRAUSS, GRAZINA	$14,014.50
KROUNER, MITCHELL S	$61,030.88
KULARSKI, KELLY	$38,973.36
KUSTIGIAN, BRETT	$95,021.22

LACHAPELLE, JONATHAN	$770.00
LABRECQUE, PAULINE	$49,781.76
LABRECQUE, STEVEN	$267.96
LACHAPELLE, RAMONA J	$150.00
LACHAPELLE, EDWARD J	$71,702.84
LANCASTER, SANDRA E	$71,333.16
LANDRY, MARCIA	$14,562.39
LANDRY, DORENE	$3,713.00
LANE, NANCY	$138,888.27
LANNON, LISA	$447.75
LANPHER, HILDA-JANE	$13,834.80
LANPHER, ROBERT	$750.00
LAPIERRE, MARGARET	$16,977.01
LAVIN, III, JOHN	$500.00
LAWRENCE, CAROLYN S	$68,608.04
LEBLANC, RICHARD	$24,960.04
LEES, MARYANN	$195.00
LEFEBVRE, BARBARA	$314.55
LEONARD, PAUL	$63,208.16
LEPAGE, PAXTON	$722.23
LEROUX, JESSICA	$38,373.36
LESIAK, JENNIFER	$11,246.40
LISKA, PETR	$41,243.40
LOEHMANN, ELAINE	$65,388.56
LOVETT, JEANNE	$64,012.87
LUNEAU, OLIVA P	$9,361.86
LUUKKO, CHARLENE R	$15,569.50
LYDON, KAREN	$68,487.04
MABEY, MEREDITH	$775.00
MACDONALD, MARIAN	$37,785.28
MACCHI, CAROL	$11,096.08
MACIEJEWSKI, TAMMY	$452.82
MACKAY, BETH A	$29,722.82
MAHLER, RENEE	$31,704.28
MAHONEY, IVONE	$8,795.50
MAJEAU JR, RAYMOND R	$75,354.03
MAKANI, SUZETTE	$18,040.66
MANN, SAMANTHA	$27,728.36
MANNING, CAROL	$20,472.78
MANNING, PATRICK	$1,450.60
MANUELS, GEORGE	$910.00
MANYAK, FAYE	$72,589.52
MARKEY, STEPHANNI	$1,206.00
MARKS, TRISTAN	$1,920.00
MARKS JR, ERNEST	$52,421.38
MARTIN, DENISE	$18,886.88
MARTINSEN, ROBYN	$56,774.20
MARTINSEN, MICHAEL S	$15,519.66
MATEER, LISA	$11,022.14
MATEER, III, THOMAS	$36,784.48
MATTSCHECK, CATHY	$45,511.84
MAYO, EMILY S	$62,839.68
MAYOTTE, JEFFREY	$7,577.78
MCCALLUM, BETTYANN	$2,869.67

W2 Salaries - 2007	
MCCALLUM, DAVID	$3,570.72
MCCROHON, RACHEL	$13,564.96
MCDERMOTT, ELAINE	$15,381.45
MCDONALD, MAGGIE	$1,301.63
MCDONALD, KATIE	$1,487.25
MCDONALD, MARTHA	$14,085.84
MCDONALD, CAROL A	$17,720.04
MCGAULEY, BRIAN	$54.40
MCGEE, JENNIFER	$41,501.00
MCGRATH, BRIAN	$50,033.32
MCGRATH, ERRION	$67,968.52
MCINNIS, LESLIE	$22,781.27
MCLAUGHLIN, CHERYL E	$53,376.00
MCLAUGHLIN, AARON	$64,434.44
MCLAUGHLIN JR, RICHARD J	$55,056.60
MCMAHAN, BETTEANNE	$13,901.05
MCNEIL, ELIZABETH	$15,099.58
MEDEIROS, SCOTT	$193.60
MEIZEN, SCOTT	$800.00
MELLO, MARYBETH	$25,256.53
MENARD, JOHN	$800.00
MENCHIN, GREGORY	$13,992.86
MENCHIN, JAYE	$13,019.21
MENN, JENNIFER	$2,276.63
MEOMARTINO, MICHELLE	$67,489.20
MERRILL, ANDREA	$13,972.00
MESITE, HEMATIE	$6,900.96
MESZARO, LYN	$1,925.00
METCALF, SONJA	$1,748.00
MIGLIONICO, NICKY L	$83,095.19
MINIOR, SHIRLEY	$13,618.38
MITCHELL, CHRISTINE	$8,973.44
MODICA, ZACHARY	$765.00
MOLINA, LOIS	$42,589.12
MOLVAR, MELISSA	$58,961.42
MONDOUX, ERIN	$14,731.04
MONGIAT, MICHAEL	$66,932.04
MOONEY, PAMELA	$3,505.00
MORAN, TINA	$27,718.55
MORTON, DORA	$58.25
MOSCZYNSKI, LEON	$600.00
MOSCZYNSKI, SHIRLEY	$142.00
MOSELEY JR, DAVID	$917.32
MULLER, ANGELA	$29,268.84
MULLER, DEBORAH L	$19,011.94
MYERS, CAROLANN	$14,712.49
MYERS, LESLEY	$54,134.72
MYERS, GREGORY B	$84,684.62
NADEAU, MATTHEW	$8,765.04
NASUTI, LAURA	$37,071.66
NAY, PETER	$407.04
NGUYEN, LONG	$35,738.02
NICHOLS, SUSAN S	$68,159.56
NOONE, JACQUELINE	$1,127.52

NORBERG, RACHEL	$823.13
O'BRIEN, KRISTEN	$48,591.96
O'CONNELL, DENISE	$93,493.34
O'HEARNE, LAUREN	$3,290.00
OLIVEIRA, GEORGE	$2,070.00
OSTERMAN, CHERYL	$36,745.28
OUILLETTE, IDA A	$48,661.49
PADILLA, ROXANNA	$32,775.96
PASTORE, RAMONA	$8,424.06
PASTORE, MICHAEL	$632.88
PELKUS-ESTERS, LAURETTA	$46,152.77
PICARD, ROSE	$7,673.00
PICOTTE, STEVEN	$36,897.77
PIERCE, LARRY	$70,912.16
PIRES, APRIL	$33,988.36
POULIN, ROLAND	$2,228.00
PRESTON, RICHARD	$829.60
PROCOPIO, LISA	$13,685.42
PROVENCHER, CHONDRA	$910.00
PRUNIER, MONICA	$195.00
PURVIS, TRACY	$5,991.71
QUINN, RALPH	$4,288.00
RAUCCI, PAUL	$1,610.00
REARDON, MELISA	$10,067.42
REARDON, CASSANDRA	$2,299.50
REBER, ELLEN	$5,917.37
REGAN,REBECCA	$42,044.88
RENNIE, BRENDA	$15,754.42
RESAN, ANNE	$250.00
REYNOLDS, ADELLE	$65,046.46
RHEAUME, JOHN	$39,960.96
RIORDAN, KEVIN	$50,054.32
RITCHIE, KATHERINE	$21,440.24
RIVARD, LAURIE J	$12,685.24
RODAS, ABRAHAM	$48,449.77
RODRIGUES, MARYANN	$44,491.20
RONDEAU, CHRISTOPER	$1,764.76
ROPER, RICHARD	$375.00
ROSENKRANTZ, JOEL	$3,418.80
ROUSSEAU, ASHLEY	$349.50
ROUSSEAU, PATRICE	$32,911.93
RUSSO, BARBARA	$68,387.04
RYAN, ASHLEY	$528.75
SANTURRI, LISA	$9,172.14
SASTER, JOSEPH	$5,933.13
SASTER, JOSEPH	$1,944.00
SASTER, ROBERT	$4,165.00
SCHOTT, JUDITH	$269.25
SCHULTHEISS, LINDA	$26,581.41
SCHULTZBERG, JACOB	$16,340.64
SCHWARTZ, PAMELA K	$72,964.64
SESSA, BRENDA	$4,632.64
SHEEHAN, SHARON	$32,775.96
SHERIDAN, JOHN	$6,912.33

SHERMAN, CASEY	$1,855.00
SHERWOOD, SARAH	$271.88
SILVA, DINEYELL	$2,380.00
SIMONELLI, DEBORAH A	$66,788.56
SMALL, MICHAEL	$3,840.00
SMALL, EMMALEE	$736.13
SMALL, MATTHEW	$2,030.00
SMITH, ANDREA	$210.00
SNAY, NATALIE	$134.85
SNYDER, LEAH	$26,182.32
SOCHA, CINDY L	$78,852.61
SOCHIA IV, LEON T	$1,268.43
SODERBERG, ROSEMARY P	$29,285.31
SODERMAN, DEBRA A	$32,332.90
SOKOL, MARYDOLORES	$64,629.16
SOUSA, DONNA	$56,371.85
STACK, IMOGENE	$73,359.50
STACK, MEAGHAN	$350.00
STAND, JARRED	$41,886.36
STAND, ELLEN	$26,746.12
STANLEY, LAURA	$280.00
STEWART, GLORIALYN	$19,969.20
STRATTON, KEITH	$35,668.56
SUGHRUE, MARY	$250.00
SUGHRUE, JR, JAMES J	$800.00
SUGRUE, DAMIAN	$85,350.31
SWALLOW, THERESA	$708.75
SWALLOW, JAMES	$750.00
SYMMES, ALICE	$17,142.99
TAYLOR, KIMBERLY	$36,802.75
TEDISKY, MARLENA	$44,911.84
TESSIER-WOUPIO, DIANE	$68,208.04
TETREAU, JOSHUA	$11,661.45
TETREAULT, CHRISTOPHER	$210.00
TORNBLOM, HEATHER	$41,074.52
TOURONY, BRENDA	$75.00
TOWLE, MEGAN	$38,373.36
TURNER, NANCY	$2,056.45
TURNER, LAURA	$42,433.80
USHER, RACHEL	$40,066.52
VAILLANCOURT, DOROTHY	$750.00
VALIPOUR, PAMELA J	$60,349.84
VALLIERE, PATRICIA	$43,114.43
VANINWEGEN, ERIC	$45,735.84
VANDENAKKER, JAMIE	$175.00
VILANDRE, DAVID	$19,848.96
VILLEMAIRE, LORI	$37,751.29
VILLEMAIRE, SCOTT	$15,485.76
VINSON, KENT	$47,856.68
VOGEL, COURTNEY	$11,894.16
WAGGENHEIR, JONATHAN	$43,177.88
WALKER, JOAN	$8,034.40
WALLIS, RICHARD	$9,975.00
WARD, SEAN	$38,173.36

W2 Salaries - 2007	
WATKINS, JOHN	$18,771.64
WAY, KATHLEEN	$18,741.04
WEBB, BETH	$292.80
WELCH, CATHRYN	$20,400.00
WENG, WINIFRED	$400.00
WHEELER, MICHELLE	$46,490.49
WHITE, ETHAN	$2,667.28
WHITE, RAYMOND	$37,251.11
WHITE, ELIZABETH	$2,064.38
WHITE, SUSAN	$45,833.99
WHITE, LISA	$38,373.36
WIEGERS, SUE	$37.50
WILDMAN, SUSAN	$10,100.00
WILHIDE, DARLENE	$12,192.64
WILLSEY, HEATHER	$4,369.53
WILSON, JILL	$40,166.52
WILSON, ROBERT	$9,788.44
WILSON, SHELLIE J	$75,004.56
WOLNY, MICHELE	$10,990.44
YACINO, PAUL	$4,165.00
YACINO, JOSEPH	$4,201.28
YACINO, BETTY	$195.00
YACINO, FELIX	$195.00
YANIS, JARED	$25,363.99
YANKA, LESLEY	$26,631.00
YANNINO, ANTHONY	$16,523.44
YARGEAU, KIMBERLY	$34,854.05
YODER, MARGARET	$12,430.32
ZISK, STEPHEN	$63,615.18
Total Salaries January 2006-December 2007	**$13,452,388.23**

COLLECTOR

To the Board of Selectmen and the citizens of the Town of Douglas.

I want to thank the citizens of Douglas the citizens of Douglas for their support in my re-election to the Collector's office for the next three years.

The following is a breakdown of all monies collected and turned over to the Treasurer for Fiscal Year 2007, beginning July 1, 2006 and ending June 30, 2007.

Real Estate		
	2007	$9,882,261.89
	2006	$308,100.63
	2005	$24,838.19
		$10,215,200.71
Personal Property		
	2007	$112,226.37
	2006	$2,662.32
		$114,888.69
Motor Vehicle Excise Tax		
	2007	$821,841.08
	2006	$165,967.72
	2005	$12,644.86
	2004	$3,097.31
	2003	$1,230.43
	2002	$306.56
	2001	$60.63
	2000	$28.65
	1999	$318.75
	1987	$10.31
		$1,005,506.30
Water Use	2007	$226,572.95
Sewer Use	2007	$270,229.21
Service Charge	2007	$126,102.89
WWTF Design	2007	$49,822.72
WWTF Construction	2007	$130,535.48
Water/Sewer Interest	2007	$6,415.65
Water/Sewer Demand	2007	$1,875.00
Water System Development Fees	2007	$15,000.00
Sewer System Development Fees	2007	$35,000.00
Water/Sewer Lien	2007	$10,447.31
Final Water Read Fees	2007	$625.00
Sewer Assessments	2007	$371.20
		$872,997.41

Committed Interest	2007	$41.12
		$41.12
Miscellaneous revenues		
Bank Interest		$26,618.97
Municipal Lien Certificates		$9,775.00
Boat Excise		$4,393.75
Check Charges		$125.00
Betterment Release Fees		$0.00
Motor Vehicle Mark/Clear fees		$6,940.00
Roll Back Taxes		$3,696.60
Release Fee		$6.00
Ambulance Lien		$3,673.21
		$55,228.53
Interest		
	2007	$21,863.26
	2006	$23,816.71
	2005	$8,675.57
	2004	$873.16
	2003	$583.65
	2002-1986	$594.71
		$56,407.06
Fees		
	2007	$1,520.00
	2006	$4,835.00
	2005	$1,025.00
	2004	$345.00
	2003	$85.00
	2002-1986	$120.00
		$7,930.00
Assessments collected		$11,335,595.70
Fees and interest		$64,337.06
Misc. revenues		$55,228.53
Water/Sewer Collected		$873,038.53
TOTAL COLLECTED	**FY 2007**	**$12,328,199.82**

Respectfully Submitted,

Pamela A. Carter
Town Collector

ASSESSORS

FY 2007 Assessed Valuation of Town		1,022,193,165
FY 2007 Tax Rate		10.28
CLASSIFICATION		
Residential	972,439,915	
Open Space	-0-	
Commercial	20,837,110	
Industrial	17,911,480	
Personal Property	11,004,660	
Total Taxes Levied for Fiscal Year 2007		10,508,145.73
Real Estate	10,395,017.83	
Personal Property	113,127.90	
Number of Parcels Assessed		3,959
Valuation of Exempt Property		88,908,100
(i.e. Town owned, State owned, non-profit charitable)		
Valuation of Chapter Land Properties		2,928,205
(i.e. Ch.61-Forestry, Ch.61A-Agriculture, Ch.61B-Recreation)		
Average Assessed Value of Single Family Residence		317,400
FY 2007 Real Estate and Personal Property Abatements		22,783.88
FY 2007 Real Estate Exemptions		30,587.50
Motor Vehicle Excise Commitments		
July 1, 2006 thru June 30, 2007		1,039,115.50
Number of Motor Vehicles Assessed		10,480
FY 2007 Boat Excise Commitment		4,587.00

Respectfully submitted,

John A. Blatchford, Jr., Chairman
James J. Sughrue, Jr.
Scott A. Meizen

FINANCE COMMITTEE

Mission Statement – approved on November 14, 2005
As representatives of the citizens of Douglas, the Finance Committee will strive to provide recommendations to Town Meeting that are based upon financial data and sound fiscal policy and to carry out all duties prescribed by Massachusetts General Law and Town Bylaws.

The Douglas Finance Committee had another very active year working with the town departments to navigate through a fiscal environment that continues to present many challenges. We appreciate the cooperation of the various town officials, and particularly the new administration at the school, that took the time to meet with the Committee over the course of the budget season to share information and brainstorm around solutions.

The Committee had several changes in its membership over the course of the year, as Gene Morin and Scott Medeiros stepped down from the Committee and Dan Heney joined. We thank Gene and Scott for their many contributions over the year. In addition, when the Committee reorganized in June of 2007, Pam Holmes stepped down as Chair, although she remains an active member of the Committee. The Committee would like to recognize Pam for her many years of leadership and service as Chair, in helping to manage the financial matters of the town.

Long term planning remains a focus for the Finance Committee. Development of financial polices, multi-year revenue and expense forecasting, and scenario planning are topics that continue to be on the agenda for the Committee. Over the past year, the Committee has discussed the strategic plans of several of the town departments, including the school, police and fire, which have allowed for a better understanding of the needs that the town will be faced with in the next few budget cycles. The demands of a growing population continue to put pressure on the infrastructure of the town and the service levels of its departments. Only through collaboration and careful planning will the town be able to plot a course that addresses these needs without disruption..

Reserve Fund Activity for FY07

An amount set aside annually within the budget of Town to provide a funding source for "extraordinary or unforeseen" expenditures. The Finance Committee can authorize transfers from this fund for this category of expense. The following is a summary of the 2007 reserve fund activity:

	FY07		
Original Appropriation	**40,000.00**		
Department	**Amount**		
Assessors	343.47		
Building	475.00		
Building Maintenance	5,000.00		
Council on Aging	2,796.30		
Information Systems	1,000.00		
Planning Board	746.34		
Unemployment	10,000.00		
Veteran's	6,500.00		
TOTAL expended	**26,861.11**	**Returned to General Fund**	**13,138.89**

Respectfully submitted,

Todd Bari, Chairman
Pam Holmes, Vice-chairman
Tom Rochon, Secretary
John Bombara
Dan Heney
Jerome Kocur
William Krauss
Jim Roche

CAPITAL IMPROVEMENT COMMITTEE

The Capital Improvement Committee reviews, prioritizes and offers recommendations concerning all requests for funds for capital projects submitted by School and Town Departments. This year the Capital Committee reviewed fifteen requests from seven Departments.

The projects receiving the highest ranking, appear in the Fiscal Year 2008 Capital Plan (Article 9)

The FY 2008 Capital Plan listed below contains the department which made the requests, a project description and the project cost.

1- ***Community Development,*** **The National Pollutant Discharge Elimination System** (NPDES) Permit is a federally-mandated three-year permit process relating to storm water discharge. This is the third and final year for this phase of the project. This is an "unfunded mandate" but is still required. **Cost $ 20,000.00**

2- ***Fire Department,*** **Pagers Portables Radios and Encoders** Replacement of all fire department Pagers, Portable Radios as well as encoders. This equipment is 30 years old and no longer repairable due to a lack of available parts. This system is used to alert Fire and EMS personnel to either a fire or medical emergency. **Cost $ 15,000.00**

3- ***Community Development,*** **New Sidewalk Construction** The Safety Committee conducted a review of areas in the community where increased pedestrian and vehicular traffic posed a potential hazard. They developed and prioritized a plan which would extend the existing sidewalks to minimize the potential hazards. **Cost 1st year $ 20,000.00**

4- ***Cemetery Commission,*** **Pine Grove Cemetery Fencing** The Cemetery Commission has requested funding to complete the project which was started last year. This project was unable to be completed last year due to a sharp increase in material price, mainly the steel chain which is being used. **Cost $ 10,400.00**

5- ***Highway Department,*** **International Dump Truck W/ Plow and Sander** This piece of equipment is being requested to replace a 1978 International Dump Truck which has become a high repair /maintenance issue. **Cost $ 131,000.00**

6- ***Highway Department,*** **John Deere 544, 3 yard Front End Loader** This piece of equipment is being requested to replace the current 1986 front end loader which has eleven thousand operating hours. **Cost $ 120,000.00**

7- ***Fire Department,*** **Fire Station Exhaust System** This request was submitted last year on the capital plan but was not recommended for funding at that time. It is being recommended for funding this year. It involves the installation of a direct exhaust system upgrading the present system which allows a certain amount of Carbon Monoxide build up in the station. An insurance review, by the Towns Insurance Company, of the station recommends this installation regarding health safety concerns over a period of time.
Cost $ 49,100.00

The total FY 2008 Capital Improvement request is **$ 365,500.00

**Update on the FY 2007 Capital Projects which were approved last year annual town meeting.

- *Building Use Study.* **Building Study expected to begin in June of this year**.
- *Second year o f the National Pollutant Discharge Elimination System Permit.* **Completed**
- *Hemlock Street Paving.* **Engineering and permitting are near completion. Construction is expected to start this summer.**
- *Rt. 16 Overlay.* **Scheduled for completion this year.**
- *Municipal Building Masonry Repair.* **Delayed at Dept. request may combine with other masonry projects**
- *Highway Dept 1 Ton Dump Truck.* **Purchased.**
- *Fire Dept Brush Truck.* **Purchased**
- *Pine Grove Cemetery Fencing.* **3/4 Completed. Completion pending on FY 08 approvals.**

- *Rt. 16 Sidewalk.* **Completed.**
- *Post Office Parking Lot Expansion.* **Engineering and permitting are near completion. Construction is expected to start this summer.**

Fy-2008 to Fy-2013 Capital Plan

Department	Item Requested	FY- Req.	Estimated Cost
Fy-2008			
Community Development	NPDES Permit (year 3 of 3)	2008	$20,000.00
Fire Department	Pagers, Portables Radios Encoders	2008	$15,000.00
Community Development	New Sidewalk Construction	2008	$20,000.00
Cemetery Commission	Pine Grove Cemetery Fencing	2008	$10,400.00
Highway department	Dump Truck W/ Plow & Sander	2008	$131,000.00
Highway Department	Front End Loader	2008	$120,000.00
Fire Department	Fire Station Exhaust System	2008	$49,100.00
Fy -2008 Projects Not Funded			
Highway Department	Dump Truck W/ Plow & Sander	2008	$131,000.00
Highway Department	F250 4X4 Pickup w/ 8ft Plow	2008	$36,660.00
Community Development	Aquifer Study	2008	$50,000.00
Library	Front Walk Repair	2008	$27,500.00
Library	Brick Repair	2008	$55,000.00
Fy-2009			
Highway Department	John Deere Backhoe	2009	$160,000.00
Highway Department	Brush Chipper	2009	$20,000.00
Highway Department	Vactor Catch Basin Truck	2009	$250,000.00
Fy-2010			
Highway Department	1Ton Dump Truck W/ Plow	2010	$47,000.00
Building Maintenance	Municipal Center Roof Repair/Restoration	2010	$120,000.00
Fy-2011			
Highway Department	Towable Air Compressor	2011	$20,000.00
Highway Department	Salt/Sand Spreader48" Sweeper& spray Kit	2011	$13.300.00
Highway Department	Dump Truck W/ Plow & Sander	2011	$131,000.00
Highway Department	Dump Truck W/ Plow & Sander	2011	$131,000.00
Highway Department	Boom Flail Mower	2011	$16,500.00
Fire Department	Rescue 1 Re-fit Body Only	2011	$150,000.00
Fire Department	Rescue 1 Total Replacement	2011	$400,000.00
Fy 2012			
Fire Department	Engin/Tanker # 4	2012	$375,000.00
Fire Department	Ambulance # 2	2012	$150,000.00
Highway Department	Dump Truck W/ Plow & Sander	2012	$131,000.00
Highway Department	Dump Truck W/ Plow & Sander	2012	$131,000.00
Debt Exclusion Projects			
Police Department	New Police Station	2012	4.5to 5.5 Million
Highway Department **On Hold**	New Highway Garage	2008	$2,500,000.00
Recreation **On Hold**	Martin Road recreation Area	2008	$863,000.00

PUBLIC SAFETY



POLICE DEPARTMENT

January 1, 2007 – December 31, 2007

The Douglas Police Department is comprised of fifteen full-time officers, to include the Chief of Police, a Lieutenant, two Sergeants and eleven patrol officers, as well as, seven part-time/reserve officers. Also included within the Douglas Police Department is our public safety communication staff, which includes an administrative secretary/dispatcher, four full-time dispatchers and three part-time dispatchers. They are responsible for handling all Police, Fire and EMS emergencies and non-emergency calls, as well as, dealing with the public at large on a daily basis.

The Police Department handled 10,497 calls for services in 2007, which included 479 arrests. A breakdown of some of these arrests showed that 35 were for operating under the influence (OUI), of which five were second offenses, three were third offenses, one was a fourth offense, two were for operating under the influence of drugs and four OUI's involved motor vehicle accidents. There were 38 individuals arrested for various drug/narcotic violations. Some of the offenses were distribution of cocaine and marijuana, possession with the intent to distribute cocaine, distribution of narcotics within a school zone and cultivation of marijuana.
There were 40 liquor law arrests including twenty-four involving minors transporting alcohol and five for furnishing alcohol to minors. Also, 39 individuals were arrested for domestic assault and battery.

The Department continues to address motor vehicle violations and motor vehicle accidents by using various resources, both aggressively and proactively. The Department has for the second year seen a decrease in the number of accidents investigated. There were 120 motor vehicle accidents investigated as compared to 136 accidents in 2006. There were 43 individuals injured in these accidents, with no pedestrian or bicycle accidents. Main Street had the most accidents with 20, followed by Webster Street with sixteen, and Davis Street with ten accidents. In examining these accidents, the majority, 26, occurred on Wednesday with seventeen occurring at 3:00 p.m. The second busiest day for accidents was Friday with 24. Fifty percent of all accidents were single vehicle, 61% occurred during daylight and 55% occurred when the weather was clear and roadway was dry.

The Department issued a total of 3,022 traffic citations for various motor vehicle offenses, with 54% being issued for speeding, showing an average of 14 mph over the speed limit.

The Department was a recipient of an award for pedestrian safety from AAA. This was our fourth award from AAA for having more than five years without a pedestrian fatality.

The Department continues to actively seek grants to obtain various resources and equipment. This year the Department received the following grants; Community Policing Grant, Governor's Highway Safety Program and State E-911. In addition, a Live-Scan fingerprint unit valued at $23,000 was obtained through a Central MA Homeland Security Grant.

Using our Community Policing Grants, Officer Mark Dunleavy and Sergeant Nick L. Miglionico have completed work on upgrading both our in-house computer system, as well as, placing computers back in the cruisers. This will allow for patrol officers to conduct various inquiries from within their cruisers with a host of local, state and federal agencies.

The Department continues to provide quality training for all our personnel, with a total of 73 law enforcement courses attended, resulting in 1563 credit hours awarded. Some of the courses attended were: Narcotics Investigations, Domestic Violence Intervention, Emergency Medical Dispatching, Rad Kids, IMC Mobil Computer Training, Identity Theft, Autism and Law Enforcement and Dive Rescue.

Officers Jared Yanis and Jacob Bloniasz joined the ranks of the Douglas Police Department as full-time patrol officers. Officer Yanis graduated in November 2007 from the 1st Municipal Police Officers Class-Law Enforcement Certificate Program, where he was class President and received the Academic Achievement Award, as well as, the Exceptional Service Award. Officer Bloniasz will graduate in February 2008.

For the twelfth year the Department continues to provide school safety programs, Officer Phil and D.A.R.E. (Drug Enforcement Resistance Education) for our students, giving them the needed resources and skills to avoid danger and drug use.

Sergeant David J. Brown is continuing his role, as a Resource Officer, with the Douglas High School. He has been assigned to the school on a part-time basis; again using monies secured from a grant obtained by the Douglas High School. This gives the Department visibility in all three schools and continues our partnership to provide positive law enforcement insight and information, as well as, a resource to the student body.

In January 2007, the Department presented a Strategic Plan for a Safer Future to the Board of Selectmen, which gave vision of the Department over the next five years in addressing change and growth in the community.

On behalf of all the officers and dispatchers, I wish to thank the citizens and business community for your strong support of the Douglas Police Department. The Department will continue to provide professional and dedicated services to the Town and citizens of Douglas.

"Everyone gave something, some gave everything" "We shall never forget them".
September 11, 2001

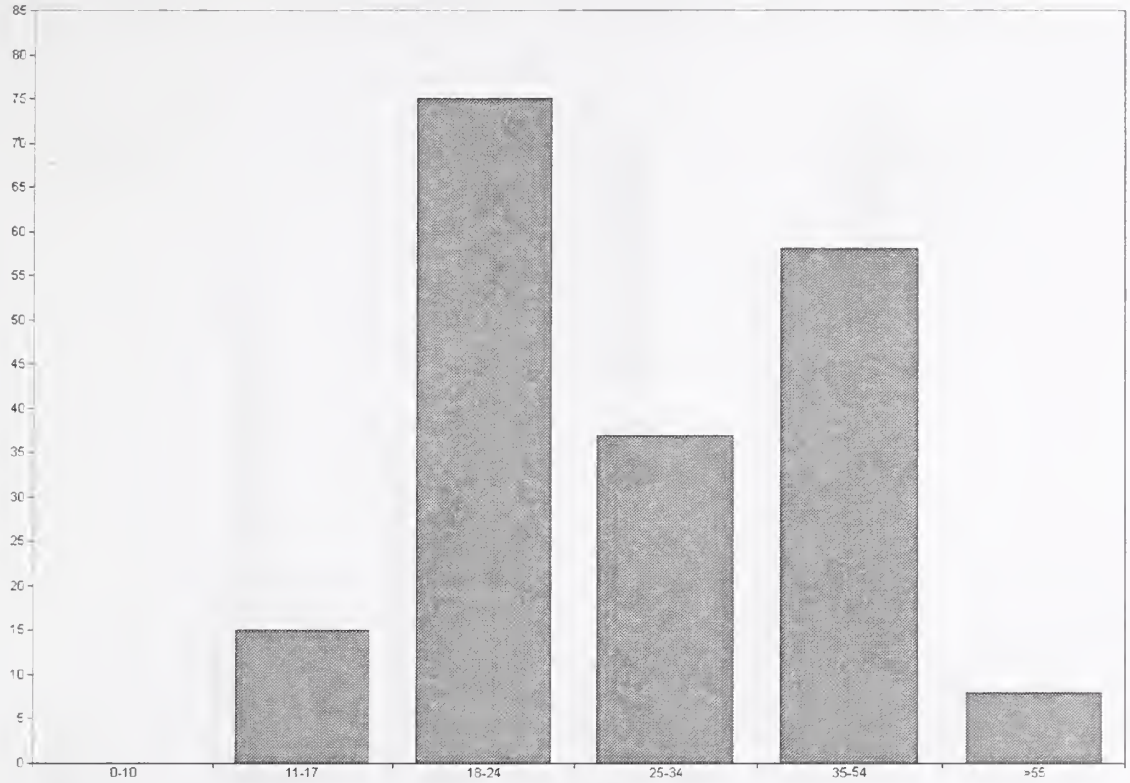
Respectfully submitted,

Patrick T. Foley, Chief of Police

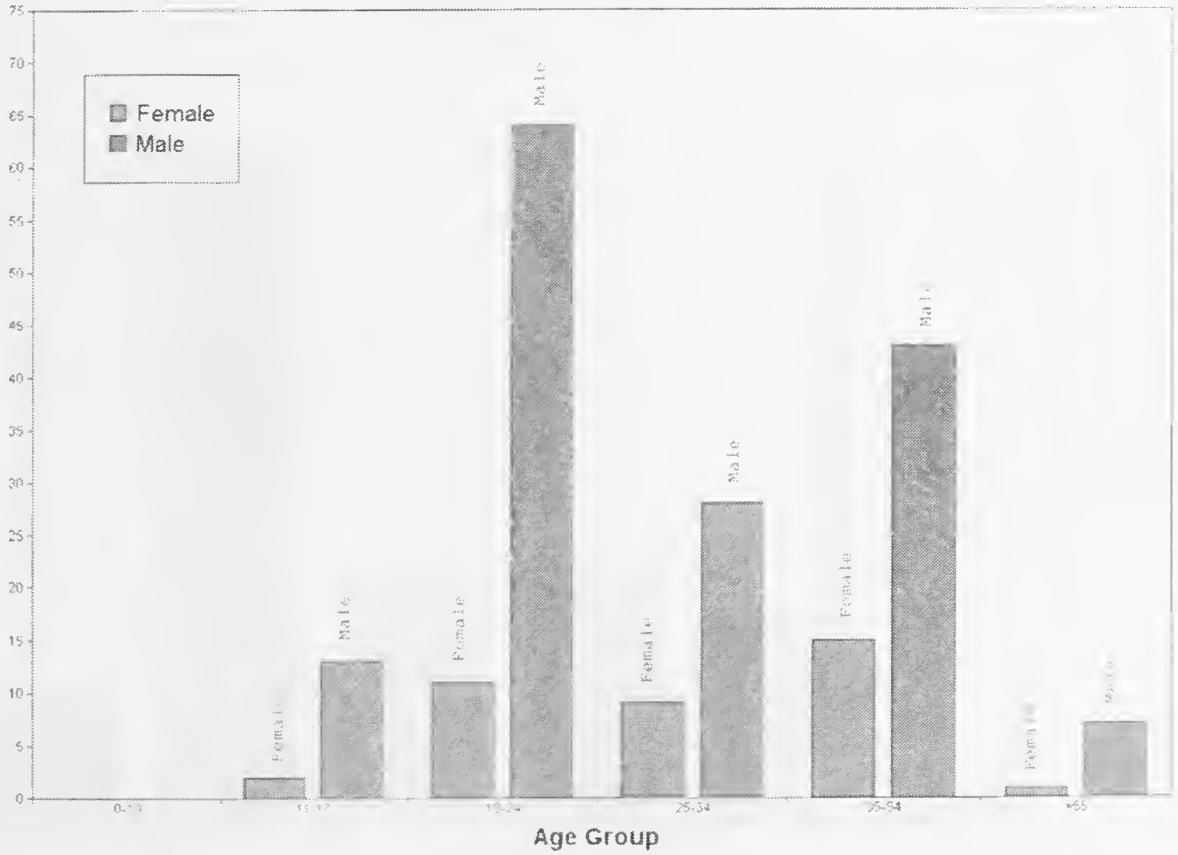
Massachusetts Coalition of Police
Local 150
Fy 2008 Salaries

Officer	Police Budget	Outside Details	Total Yearly Salary
Sgt. David Brown	62,362.46	997.55	63,360.01
Sgt. Nick L. Miglionico	76,683.90	6,411.29	83,095.19
Officer Brett Fulone	60,657.43	7,862.87	67,862.87
Officer Ronald Fortier Jr.	57,172.12	10,101.78	67,273.90
Officer Mark Kaminski	62,064.76	615.91	62,680.67
Officer Gregory Gilbert	59,686.59	2,477.16	62,163.75
Officer Aaron Mclaughlin	62,094.77	2,339.67	64,434.44
Officer Raymond Majeau	61,936.86	13,417.17	75,354.03
Officer Keith Chipman	54,272.91	9,683.91	63,956.35
Officer Mark Dunleavy	53,311.66	2,954.92	56,266.58
Officer Jared Yanis	17,990.28	3,079.03	21,069.31
Officer Jacob Bloniasz	28,942.03	4,176.95	33,118.98
Officer Richard Mclaughlin	55,862.86	0	55,862.86

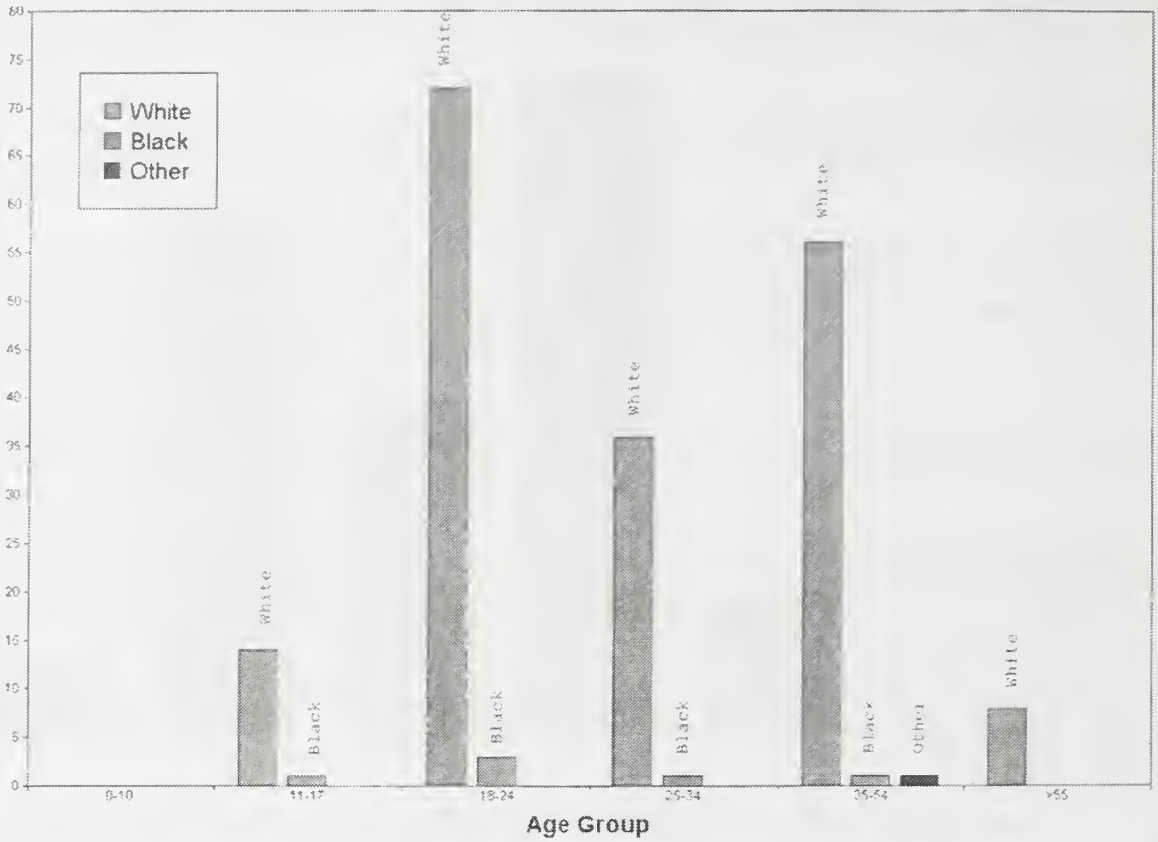
Arrests On View & Based on Incident/Warrants By Age Group



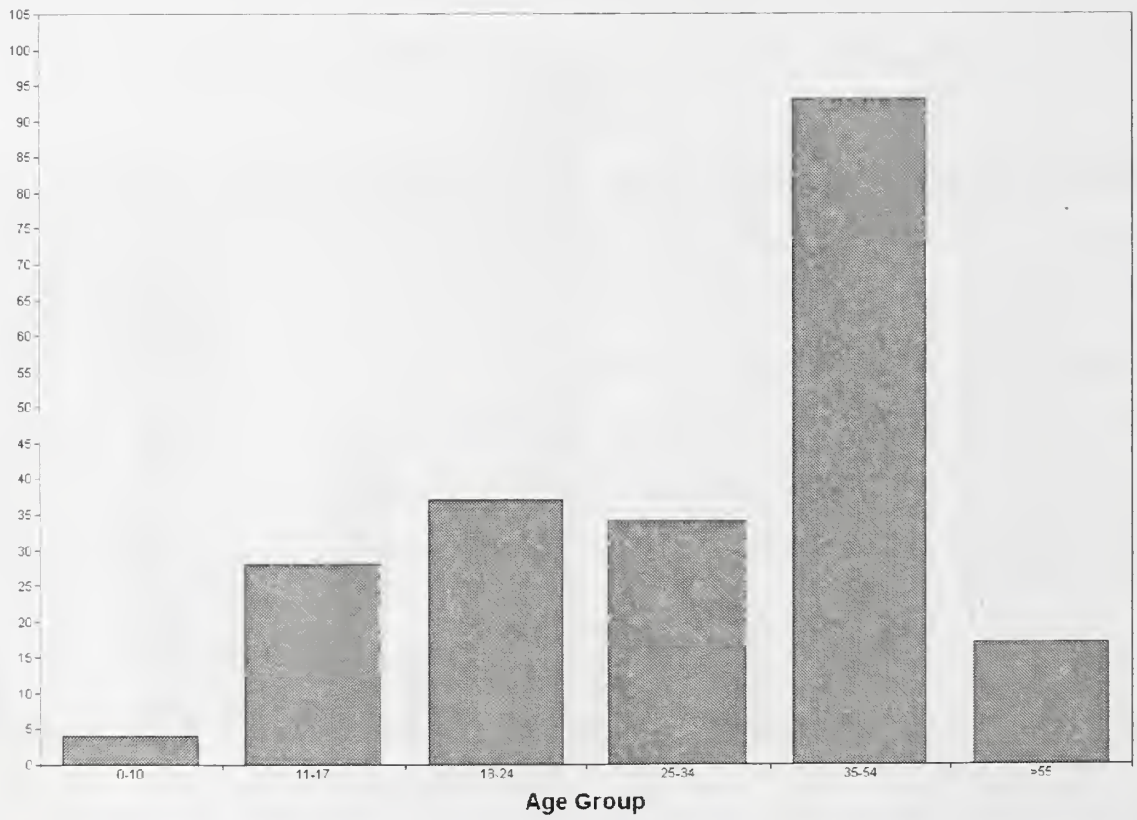
Arrests On View & Based on Incident/Warrants By Age / Sex



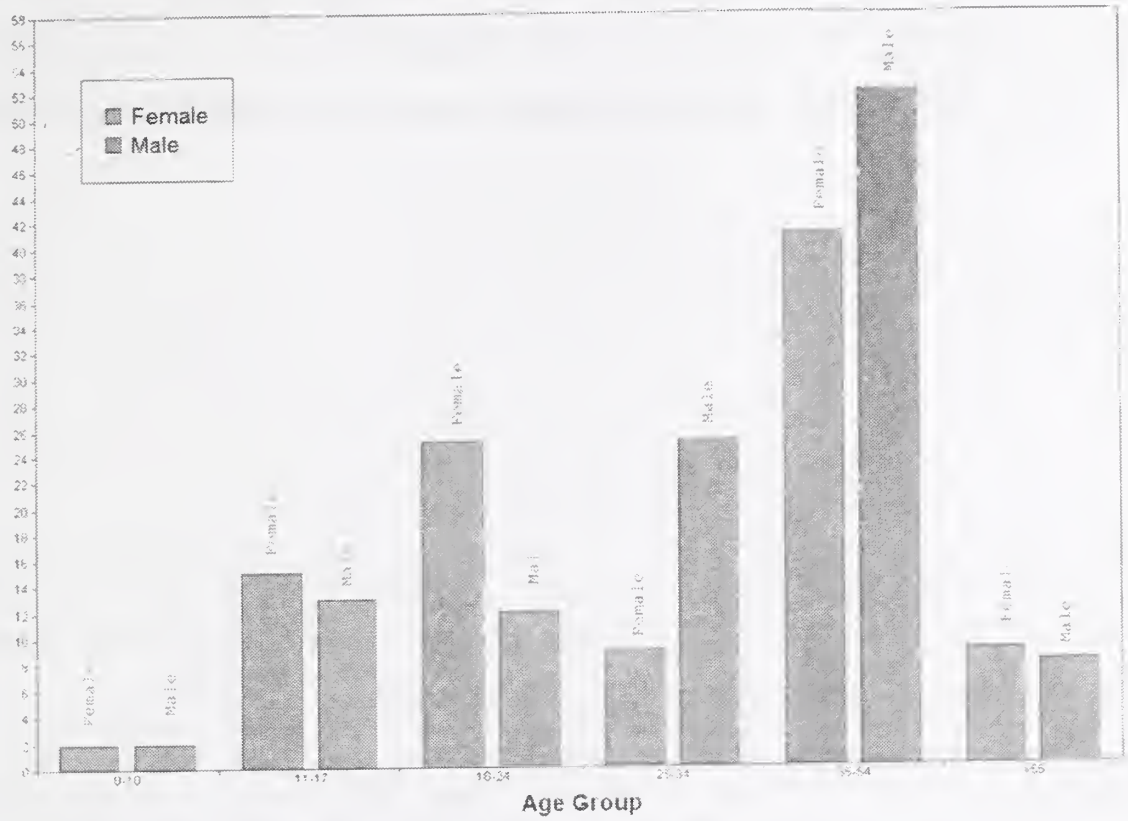
Arrests On View & Based on Incident/Warrants By Age / Race



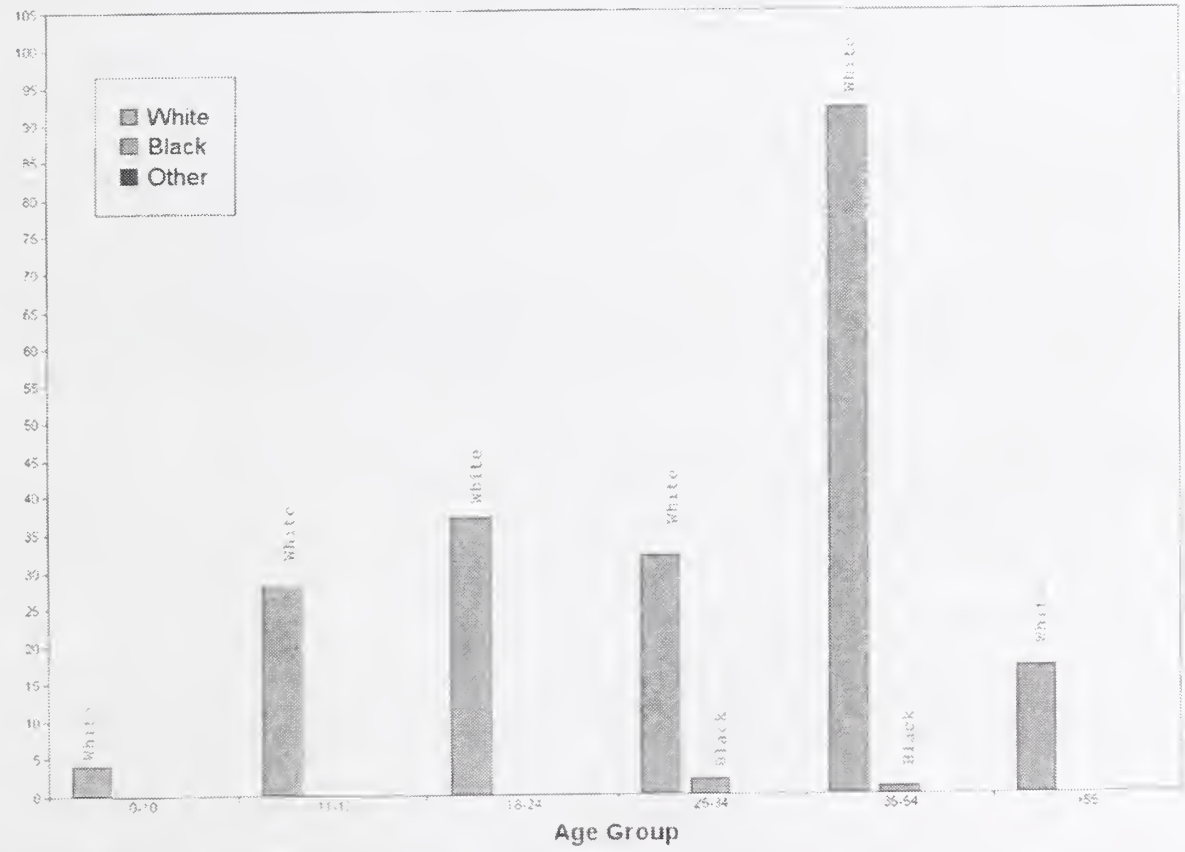
Victim By Age Group



Victim By Age / Sex



Victim By Age / Race



FIRE DEPARTMENT

Fire Department Roster 2007

Chief	Donald Gonynor EMT	FF.	Ernie Marks
Deputy Chief	John Furno EMT	FF.	David Mosley
Captain	Peter Campo EMT-I	FF.	Joel Rosenkrantz EMT
Captain	Ted Sochia	FF.	Abe Rodas EMT-I
LT.	Pauline Labrecque EMT-I	FF.	Ethan White AUX.
LT.	Kent Vinson EMT-I	FF.	Chris Perry AUX.
FF.	Tim Carey	FF.	Chris Anderson AUX.
FF.	John Cohen		Patricia Furno EMT
FF.	Mathew Curtis EMT		Patrice Rousseau EMT
FF.	John Fitzpatric		Nadine Johnson EMT-I
FF.	Adam Furno EMT		Meredith Mabey EMT-P
FF.	David Furno	FF.	Paxton Lapage
FF.	Thomas Griffin	FF.	Robert Kollett AUX.
FF.	Brian Hall	FF.	Patrick Manning
FF.	Kelly Gazzano EMT		
Dpt. Clerk	Lisa Freeman		

I would like to thank all the members and their families for their dedication and commitment as well as sacrifice that they give back to the Town of Douglas and their residents. We owe them a great deal of gratitude. I thank them and it is a pleasure to serve with them.

Chief Donald Gonynor

Incidents 2007	
Structure Fires	005
Vehicle Fires	002
False Alarms	032
Vehicle Accidents	028
Carbon Monoxide	023
Hazardous Conditions	021
Chimney Fires	004
Oil Burner Fires	004
Illegal Burning	012
Good Intent Calls	028
Kitchen Fire Cooking	005
Mutual Aid	015
Brush Fires	016
Medical Assist	028
Other	005
Rescue or Extrication	014
Ambulance Incidents	658
Total Incidents	**898**

Fire Losses in Dollars Estimated	
Structure	600,000.00
Vehicle	90,000.00
Contents	100,000.00
Other	10,000.00

Inspections:	
Oil Burner	069
Smokes & CO.	118
LPG	039
Tanks Removed	006
Cargo Tanks Trucks	008
Black Powder	003
Above Ground Storage Tanks	005
Underground Storage Tanks	002
Business & Life Safety	102
Special Site Reviews	020

Training Division:
The Department conducted 26 In Service training sessions this year. Topics covered were Extrication, Hose Lines Selection, Ladders, SCBA, Rapid Entry down Firefighters Removal, Hazmat, Pumps & Hydraulics.

This year Douglas hosted the Mass Fire Academy Firefighter I & II classes. This class is held each year to enlist new recruits into a training session which last 26 weeks. Recruits meet three times a week for 3-4 hours to train in various firefighting subjects. At the end of the classes they take a State Final Exam and a Practical Exam as well. Once students pass these exams they become certified Firefighters. This year Douglas graduated two students Paxton Lapage and John Fitzpatrick. Paxton received the" Marty McNamara Award" for the most outstanding and achieving student. I congratulate them both.

New Equipment purchased this year includes a new 2007 Ambulance that replaces our 1995 unit. This ambulance was delivered in May and was put into service in June. The fire department also received a grant this year from the Department of Homeland Security. This grant in the amount of 62,000 will be used to upgrade our communications equipment. Other equipment that was purchased by the Firefighters Association includes a new gear storage system and a new smoke generating machine for the training department.

I am very grateful to the Douglas Firefighters Association for their time and dedication they show every year. This organization, which consists of firefighters past and present, continues to raise money for equipment. Equipment that the Town of Douglas can not afford, these individuals sponsor fund raising events so that they can assist the department in these purchases. Please support this organization.

The Douglas Fire Department EMS personnel are committed to providing our community with timely, superior, cost effective, medical care and transportation. We strive to preserve life and promote health and safety. Continuing education is a perpetual process within the EMS system.
The Douglas Fire Department responded to 658 calls in 2007. This is an increase of 50 calls from 2006. Below is some of the break down of the 658 calls:

- Twenty-seven (27) times mutual aid transported a patient because both our ambulances were busy or unavailable.
- Thirty-three (33) times our ambulance responded to other towns for mutual aid
- Three hundred and seven (307) calls were between the hours of Monday through Friday 8 a.m. – 5 p.m.
- One hundred sixty-eight (168) were weekend calls
- One hundred and eighty three (183) calls were before 8 a.m. and after 5 p.m.
- Eighteen (18) times the ambulance was called for a lift assist
- Forty-six (46) calls were for falls

- Seventy (70) were for respiratory distress
- Seventy -six (76) for chest pains
- Seventy (70) motor vehicle accidents
- Thirty-seven for abdominal pain
- Fourteen (14) for allergic reactions
- Fifty-six (56) for general weakness/illness (fever, nausea/vomiting)
- Fifty-one (51) for psychiatric emergencies
- One hundred and seventeen (117) other miscellaneous calls

The EMS Department looks forward to improving the quality of our care and services. We strive to meet the changing needs of the community for pre-hospital care.

I would like to thank the residents of Douglas for their continued support. The Douglas Fire Department and its members are committed to protecting and serving the community and its residents with the best service our resources will allow. We are struggling to meet this demand and will in the near future need the residents support to fund additional manpower so that we can cover every hour of every day with the necessary protection our residents need and deserve. The department will operate to the best of its ability to limit the loss of life and property while maintaining the utmost safety of our members.

Respectfully Submitted;

Chief Donald Gonynor

Ambulance Statics – 2007

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Totals
00:01-01:00	2		1	1		5	4	**13**
01:00-02:00	3	1	1	1	1	1	1	**9**
02:01-03:00	4		2	2	1	3	1	**13**
03:01-04:00	1	2	1					**4**
04:01-05:00		2			2	1		**5**
05:01-06:00		1	2			1	4	**8**
06:01-07:00	3	1	3	2	1	2	1	**13**
07:00-08:00	4	3	3	3	3	3	2	**21**
08:01-09:00	4	4	3	7	4	5	3	**30**
09:01-10:00	9	9	7	13	11	2	2	**53**
10:01:11:00	7	6	4	8	6	3	3	**37**
11:01-12:00	7	4	7	6	8	6	5	**43**
12:01-13:00	7	5	11	1	9	6	4	**43**
13:01-14:00	6	7	10	7	15	3	4	**52**
14:01-15:00	8	5	6	5	4	5	2	**35**
15:01-16:00	5	9	9	6	10	3	2	**44**
16:01-17:00	7	6	5	7	3	10	4	**42**
17:01-18:00	4	5	3	5	4	5	4	**30**
18:01-19:00	3	4	6	5	9	7	7	**41**
19:00-20:00	8	3	4	6	1	3	5	**30**
20:01-21:00	3	5	3	5	5	6	5	**32**
21:01-22:00	4	7	1	3	2	5	4	**26**
22:01-23:00		4	2	3		3	1	**13**
23:01-00:00	3	2	1	1	2	5	7	**21**
Totals	**102**	**95**	**95**	**97**	**101**	**93**	**75**	**658**

ALS call	210
Intermediate Use	286
Refusals	72
Simultaneous Calls	10
Mutual aid given to another town	33
Mutual aid received/transported	27

*two or more ambulances were needed due to multiple patients

M-F Calls	490
Weekend Calls	168
Lifeflight	5
Rehab for fire call	1

Monday - Friday 8am-5pm	307
Weekend Calls	168
All other calls	183
	658

Abdominal Pain	37	
Allergic reaction	14	
Altered Mental Status	13	
Back pain	14	
Chest Pains/Cardiac	76	
Code / Obvious Death	4	
Diabetic Incident	11	
DOA	5	(1 suicide)
Fall	46	
General illness - (n/v, migraine, etc)	56	
Head injury	7	
Lift assist	18	
MVA	70	
No EMS needed	15	
Pregnancy/OB Emergency	4	
Overdose / ETOH	19	
Stroke	13	
Seizure	16	
Syncope	14	
Trauma other than MVA	17	(single or multisystem)
Unresponsive	7	
Respiratory distress	70	
Psych evaluations	51	
Miscellaneous	61	(MCI inhalation injuries at Northbridge Middle School, transported 4 patients)
	65	
	8	



BUILDING DEPARTMENT

The Building Department is responsible for all building permits that are submitted including but not limited to electrical, plumbing, and gas. Along with reviewing and processing the permits, we perform all inspections necessary to document that all work completed is in compliance with the Massachusetts State Building Code and all other applicable codes.

There are many different types of permits that are submitted to our department. They range from replacing windows in a house up to constructing a new school. Depending on the project, there are numerous departments and/or boards that may be required to review the submittal. Under the Massachusetts State Building Code a building permit is required for any and all new construction, reconstruction, alterations, repairs, demolition, change of use, and change of occupancy in a building or structure.

The State is constantly changing the existing laws as well as creating new laws they feel are necessary based on tragedies that occur. For example, in 2006 the new "Sprinkler Laws" were put into affect which were adopted due to the West Warwick, RI Nightclub fire tragedy. We have spent a lot of time this year preparing for the adoption of the Seventh Addition One and Two-Family Building Code.

Along with all the building aspects and permits, our department is responsible for zoning enforcement. Our role is to enforce the Town of Douglas Zoning Bylaws as well as any and all Special Permits and Variances with conditions that may be granted by the Zoning Board of Appeals and/or the Planning Board.

All of the departments and boards continually work with the other departments and boards to clarify and simplify permitting processes. Although some processes may seem redundant and/or time consuming, they are necessary for the welfare and safety of the town. The Town has recently started implementing the bylaw for 43D. This will allow for further simplifying and expediting the permit process with certain projects.

As the town continues to grow, and large projects are submitted, the departments and boards, as a team, meet with applicants in the preliminary stages of the project. We address possible concerns that may arise during the permitting processes. This helps alleviate delays once the project is in motion. However, early review is not just beneficial for larger projects. We invite anybody planning a project to come in to our offices during the preliminary stages and we will walk them through any and all processes.

The Town's ADA (American Disability Act) Evaluation and Transitional Plan has made progress. Our office is working with Attorney Madeleine Moreno, of New England Disability Services. Our office was charged with inspecting all of the town owned buildings and filling out a fourteen page questionnaire for each building. This was completed throughout the spring and summer months. The information was compiled, and the consultant generated the evaluation report and transition plan. The draft report was submitted and reviewed by the municipal and school staff involved, and revisions sent back to the consultant for finalization.

The most significant change in the Building Department this past year was Mrs. Jane Lanpher, the Building Department Clerk, retired after twenty years of service. Jane was a great asset to this department and the community. The realm of her knowledge extended well beyond the town and its history. From birds and flowers, historical buildings, to states and countries, she has an answer for everything. We would like to thank you Jane for your years of dedication to the Town, but mostly to the Building Department. You are missed.

The Building Department welcomes Ms. Lois Briggs, as the new Building Department Clerk. She has been with us since July, 2007, and is settling in nicely. She has been working hard on computerizing our permits and will be working on getting our applications and important update information on line, at *www.douglasma.org*.

I would personally like to thank all our inspectors and staff, part time and full time, for working diligently to keep up with all inspections and work load. Being a small department and having mostly part time inspectors, along with the continued growth of the town, it is at times, a challenge to maintain consistency.

We look forward to being here and supporting you through any project you may need.

Respectfully submitted,

Adelle Reynolds
Building Commissioner/Zoning Enforcement

PERMITS – January – December 2007	
HOUSES	28
GAS	30
ELECTRICAL	110
PLUMBING	49
BARNS	3
GARAGES	11
MISCELLANEOUS BUILDINGS	21
COMMERCIAL/INDUSTRIAL	11
ADDTIONS/ALTERATIONS	119
SWIMMING POOLS	37
STOVES/CHIMNEYS	
FIREPLACES	34
SIGNS	6
DEMOLISH	4
FENCES	3

FEES RECEIVED INTO THE BUILDING DEPARTMENT FOR FY 2007
$55,175.19

HEALTH



BOARD OF HEALTH

The members of the Douglas Board of Health are pleased to submit the following report for the year 2007.

The Board meets the first Monday of each month at 6:00 PM in the Health Department office of the Municipal Center.

The Board of Health or its Agent(s) performed the following:

Title 5 Soil Testing witnessed	31
Permits issued for new or repaired septic systems	31
Well installation permits	26
Certificates of Compliance issued	27
In-ground swimming pool permits issued	15
Food code inspections & re-inspections	40

All public and semi-public beaches were tested on a weekly basis for e-coli. Commercial in-ground swimming pools are inspected yearly prior to the issuance of a permit. All children's overnight camps and recreational camps are inspected prior to opening.

The seven monitoring wells located at the capped Riedell Road landfill and the Transfer Station are tested twice a year, as well as, three locations at Riddle Brook. All results are filed with the Worcester office of the Department of Environmental Protection and are kept on file at the Board of Health office.

This year the Board of Health reviewed and updated all of their local policies. The Board also voted a policy governing the use of outdoor wood burning boilers.

Permits issued yearly by the Board of Health include; Food Service Permits, Retail Food Permits, Commercial Swimming Pools, Massage Therapy, Campgrounds, Funeral Directors, Resale of Milk/Cream, Garbage Handlers, Septage Handlers and Disposal Works Installers.

All Food Service, Retail Food and School Cafeterias are inspected twice a year. All reports are kept on file.

The Board of Health issued seven emergency well permits to residents whose shallow wells were not producing sufficient drinking water quantities due to drought conditions.

The Board of Health, with help from the Highway Department, continues to place mosquito pellets in Town culverts in an attempt to control the growth of the mosquito population. The Board of Health places public service announcements on the local cable station advising residents on ways to protect themselves from tick and mosquito bites. This information can be found during the spring and summer months or can be obtained by calling the Board of Health office.

The Board members and Staff continue to attend classes offered which will enhance their knowledge of health issues.

Respectfully submitted,

Justin Lapham, Chairman

PUBLIC HEALTH NURSE

The following is the report for the Public Health Nurse for 2007.

The Public Health Nurse provides immunizations and is responsible for reporting, investigating and following up as needed of the communicable diseases as mandated by the State Department of Public Health. The role of the Public Health Nurse is to protect the health of the entire population of the Town through prevention and control of communicable diseases, injury and disability prevention and promotion of health and healthy behaviors.

Wellness clinics, including blood pressure monitoring, are held on the second and fourth Thursday of each month at the Municipal Center from 1:30 PM to 3:30 PM, for the homebound residents at Riddlebrook Apartments, West Street, on the first Thursday of each month from 10:00 AM to 12:00 noon and at the Senior Center on the third Thursday of each month from 10:00 to 11:00 AM.

All clinics are open to the general public at no charge and no appointment is necessary.

Flu immunization clinics were held on October 25, 2007 and November 1, 2007 at the Municipal Center, at Riddlebrook Apartments on October 22, 2007 and the Senior Center on October 29, 2007 with approximately 272 doses given.

The past year I have attended meetings and conferences to enhance the Town's capacity to respond to public health threats and emergencies including a bio-terrorist event or outbreak of an infectious disease. I have attended training workshops in TB and Infectious Disease Surveillance, Reporting and Control.

Home visits to residents are provided as needed to homebound seniors.

Respectfully submitted,

Grazina E. Krauss, R.N.,C.
Public Health Nurse

ANIMAL INSPECTOR

For the year 2007 I have performed many duties such as the quarantine of dogs when necessary and pick up and disposal of road killed wild animals. Feral cats have become a problem. MGL C. 140, §145B states that all cats six months or older must be vaccinated against rabies.

In December I did my animal state inspection and count of all large animals. The number of animals is higher again this year.

Horses	244
Beef cattle	52
Goats	27
Sheep	23
Swine	15
Chickens	208
Ducks & Geese	69

Turkeys	10
Game birds	30
Llamas	4
Donkeys	3
Rabbits	14
Total:	699

Respectfully submitted,

Richard Downs, Animal Inspector

TRANSFER STATION

The following is the 2007 annual report for the operation of the Douglas Transfer Station.

The Transfer Station and Recycling Center are under the direct supervision of the Board of Health. Permits are sold to Douglas residents only and are sold twice a year (March 1st and September 1st).

The site is located on Riedell Road and is open Tuesday, Thursday and Saturday from 7:30 AM to 4:30 PM.

The site accepts household trash, some bulky items, certain white goods and recycled items. The site also collects TV's, computer monitors, air-conditioners, auto batteries, used clothing and propane tanks.

In 2007 the Board of Health added a book, puzzle, CD, DVD and game collection box.

The Board of Health contracted with the Town of Blackstone to take certain recyclable items. Blackstone strives to get the highest marketable price for these items and will forward any profits to the Town of Douglas. Residents are required to recycle all items that are offered for collection and will from time to time be asked to separate certain recyclables.

In accordance with the Solid Waste Regulation 310 CMR 19:000, section 19.207(25), the Transfer Station is inspected yearly by a registered professional engineer.

The following tonnages were recorded:

Solid Waste	1,767 Tons
Metal	55 Tons
Paper/Cardboard	145 Tons
Glass	27 Tons
Tin	32 Tons
Plastic	42 Tons
Electronics	26,470 lbs.

Respectfully submitted,

Justin Lapham, Chairman

PUBLIC WORKS



HIGHWAY DEPARTMENT

This year we received $269,459 in state funding. With this money we were able to pave parts of Yew Street, Hemlock Street, Gilboa Street, Pine Street and Charles Street. A portion of this money is also being used to offset the cost of Davis Street repairs.

In addition to the paving that was completed we also added new drainage to a portion of South West Main Street and also Perry Street to help keep ice build up on the road to a minimum. Regular road maintenance such as patching, brush cutting and painting the crosswalks and road lines was also completed along with cleaning over 700 catch basins.

The Highway Department continues to provide services for other Town Departments, particularly the School Department and the Water Sewer Department.

We were also approved by the Capital Project Committee to purchase a new 2008 International Dump Truck with a sander and plow which will replace our 1978 International Dump Truck.

Respectfully Submitted

John J. Furno
Highway Superintendent

WATER / SEWER DEPARTMENT

Water Sewer Division

The Division earned $226,573.00 in water usage, $270,229.00 in sewer usage, $126,103.00 in water system service charge, $49,823.00 in WWTF Design charge, $130,535.00 in WWTF Construction charge, $15,000.00 in water development charge and $35,000.00 in sewer development charge.

Water Division

The water division pumped 92,685,300 gallons of water this past year. Fire hydrants were cleaned and flushed in the fall. All cross connection devices were tested as required by the DEP.

Service Calls:	107
New Services:	7
Water Leaks Repaired:	13
Hydrants Replaced:	6
Hydrants Repaired:	10

Wastewater Division

The Wastewater Treatment Plant processed 63 million gallons. The plant maintained the removal rate of 96% for BOD's, and 95% removal rate for TSS's. 657,000gallons of sludge went to Synagro Northeast for incineration.

Phosphorus removal which is required by our river loading permit during the period of May 1st through November 15th was 62 lbs. per day on average.

News

The new wastewater facility is complete. The finishing touches (landscaping) was completed this fall.

Commissioners Meeting Date/Time

Meetings are held on the first Tuesday of each month at 7:00 pm at the WWTF, 29 Charles Street, Douglas.

Commissioners: Joseph Saster, Chairman
Robert Josey
Colin Haire

Yearly Events

Water meters are read twice per year, at the end of March and September. Fire hydrants are flushed in May or June, unless unusually dry conditions exist. May then defer flushing of hydrants to the fall. Consumer confidence reports are out by July 1st.

Respectfully Submitted,

Dennis Croteau
Town of Douglas Water Sewer Department

MUNICIPAL FACILITIES MAINTENANCE

The Municipal Facilities Maintenance Department Manager performs preventative maintenance, custodial duties, landscaping (grass cutting, flower planting and care) and snow removal for several of the Town of Douglas buildings. As Manager I am also responsible for the hiring of contractors and oversight of all projects regarding facilities.

Escalating fuel costs have significantly hampered the completion of planned building projects. The completion of the much anticipated "Building Use Study" will properly prioritize building maintenance needs for the next 20 plus years.

Respectfully submitted,

Patrick "Ricky" Colonero

CEMETERY COMMISSION

During 2007, the final installation of new black, powder-coated, steel chain perimeter fencing and the replacement of cracked granite posts in the remaining side at Pine Grove Cemetery was completed. This project began the Commission's two-year priority plan with the close cooperation of Town Departments, officials and outside contractors. Its completion enabled the Trustees to proceed with the scheduled major grounds improvements and new seeding by purchasing loam, fertilizer and grass seed for Spring 2008 at the Douglas Center Cemetery as well as plot planning and proposed layout to be completed by the Fall.

New maintenance programs, planned, designed and initiated early last year have contributed to the overall progress in our cemeteries including; stone wall repairs, spraying of invasives, new plantings and continued tree inspections for stability and disease prevention. New emergency headstone repairs are being documented and will be planned for in the coming year. Following a comprehensive walk-through with conservationists and outside contractors, new five and ten-year plans are being created with updated estimates for repairs and improvements for Douglas Center, South Street and Pine Grove Cemeteries.

As Cemetery Trustees, we extend our gratitude to Chamberlain Construction for the donation of loam for Douiglas Center Cemetery, the Worcester County Sheriff's Office, our town officials and especially to the Douglas Highway Department, without whose professionalism, dedication and cooperation, these important projects would not be possible.

Respectfully submitted,

Douglas Cemetery Commission

Shirley Cooney
Gail Swenson
Donald Anderson

TREE WARDEN

In 2007 I continued to work together with the Highway Department, the Police Department and National Grid arborists to remove large butts and limbs as well as damaged and diseased trees to keep our streets safe and clear.

The public should please be aware that the trees along each and every one of our roads are town property and Massachusetts General Law Chapter 87, section 9 prohibits the posting of signs of any kind on street trees. Please obey this law and keep our trees healthy.

We also have a Scenic Road bylaw and I urge citizens to take the initiative to get their roads designated for the added protection it offers our beautiful trees. During FY07 I continued to work hard to coordinate a tree removal and maintenance program that was as efficient and economical as

possible. A total of $5,539.84 was expended through the Tree Warden's budget and includes payment for police details.

We have two pests, in particular, that residents should be aware of. The Wolly Adelgid attacks our coniferous hemlocks and the Emerald Ash Borer does significant damage to our deciduous ashes. Residents can call me for advice about these damaging pests.

Respectfully submitted,

Leon Mosczynski
Tree Warden
508-476-2460

PLANNING
&
DEVELOPMENT



COMMUNITY DEVELOPMENT

The Community Development Department provides assistance and direction to boards and project applicants in an effort to streamline the permitting process and expedite the review timelines on submittals. As such, the Department assists project applicants in maneuvering through the state and local permitting processes within the Town, and assists the various boards and committees in the review of submittals.

The Department is comprised of the Conservation Commission, Economic Development Commission, Master Plan Committee, Open Space Committee, Planning Board, and Zoning Board of Appeals. The staff within the Community Development Department includes the Town Engineer, the Conservation Planning Agent, an Administrative Assistant and a part-time meeting minute taker.

Projects that the Department has taken on over the past year include providing design, procurement and oversight assistance to the Board of Selectmen for the Post Office Parking Lot expansion, Route 16 improvement project, Hemlock Street improvement project, Skate Park design and NPDES permitting. Design and permitting assistance to the Planning Board for subdivisions and review of new submittals; the Highway Department in securing local permits for roadway and drainage improvement projects; the Master Plan Committee in coordinating a Route 16 Corridor Study with CMRPC; the Zoning Board of Appeals in assisting with the compilation of a fee schedule; the Economic Development Commission in developing Ch. 43D (expedited permitting) sites and working toward providing water and sewer from the Town of Webster; Conservation Commission and Open Space Committee in finding ways to preserve and plan for maintaining the natural resources within the Town, along with the daily guidance and input to the various Boards, Committees and Departments within the Town.

Respectfully submitted,

William J. Cundiff, P.E., Town Engineer

PLANNING BOARD

The Douglas Planning Board consists of seven (7) members who are elected by the community. Each member serves a five (5) year term. The Planning Board meetings are scheduled for 7:00pm every second and fourth Tuesday of the Month. The meetings are held in the Community Meeting Room located at the Municipal Center.

Responsibilities of the Planning Board include Municipal Planning and overseeing the Subdivision Control Law, which includes ANR Plans, Preliminary Plans and Definitive Subdivision Plans.

The Planning Board is also the Special Permit Granting Authority (SPGA) for the Limited Density Residential Development Bylaw, Earth Removal Bylaw, Aquifer Protection Bylaw, Accessory Apartment Bylaw, Adult Entertainment Bylaw, Wireless Communication Bylaw and the new Common Driveway Bylaw.

The Planning Board reviewed the following submittals for the year 2007:

07- Accessory Apartment Permits:
00- Adult Entertainment Permits:
19- ANR Plans: Totaling 48 Lots:
00- Aquifer Protection Permit:
00- Common Driveway Permits:
04- Duplex Dwellings:
02- Earth Removal Permits:
01- Scenic Road:
02- Subdivision applications:
02- Wireless Communication Permits:

07- Subdivisions being constructed:
1. Maple Heights -3 lots
2. Summerlyn -6 lots
3. Whitins Reservoir -7 lots
4. Douglas Business Park -11 lots
5. Stonegate -30 lots
6. Nature View -23 lots
7. Deer Crossing -30 lots

Respectfully submitted,

Richard Vanden Berg, Chairman
Ernest R. Marks, Vice Chairman,
Linda Brown, Daniel Heney, Mark Mungeam, Roy Swenson, Eben Chesebrough

CONSERVATION COMMISSION

The Douglas Conservation Commission consists of seven (7) members who are appointed by the Douglas Board of Selectmen. Each member serves a three (3) year term. The Conservation Commission meetings are scheduled for 7:00pm every first and third Monday of the Month. The meetings are held in the Community Meeting Room located in the Municipal Center.

The duties and responsibilities of the Conservation Commission is the protection of the community's natural resources, along with controlling activities deemed to have a significant effect upon wetland values, including but not limited to the following: Public or private water supply, groundwater, flood control, erosion control, storm damage prevention, water pollution control, wildlife and recreation.

2007 was a busy year for the Conservation Commission. The 44 acre parcel of conservation land located between Manchaug Road and Mumford Street was dedicated to Mr. Leon Mosczynski for his lifelong steward of the environment. The parcel of land is easily accessible to the public from Mumford Street and/or Manchaug Road. The Parcel is traversed by many natural walking paths and has a fish filled stream that bisects the parcel.

Another parcel of Conservation Land located off of Manchaug Road across from the intersection of Mumford Road had some work performed on the parcel as part of the Community Service Program. The Commission is very appreciative of the efforts of Sergeant David H. Whitney and the wonderful work he has accomplished at the site, which entailed the construction of a parking area, stone steps

and walking paths that lead towards the Mumford River where residents will be able to fish and enjoy the natural environment of Douglas.

The Commission also would like to welcome two new members. Mr. David Windoloski as a full time Member and Angela Saunders as an Associate Member. Each of these individuals bring a sincere interest in their community and a professional knowledge of the environment.

The Commission has been able to protect over 100 acres of land since the year 2000 through easements, land donations and land acquisitions. The Commission is looking forward in continuing their efforts in preserving the characteristics of the Town by offering any support and/or resources they may have.
The Conservation Commission reviewed the following submittals for FY07:

The Commission has over 100 active permits along with reviewing a new 15 Notice of Intents, 15 Requests for Determinations (RDA) and 7 Violations.

Respectfully submitted,

Marylynne Dube, Chairwoman
Michael Yacino, Vice Chairman
Leon Mosczynski
Linda Brown
Ralph Dudley
Brandi Van Roo
David Windoloski
Angela Saunders, Associate



The mission of the Conservation Commission is to preserve, conserve, and where possible enhance the fish, wildlife, and habitat they exist in. Very few have engaged so much of their life in accomplishing that goal as did ***Mike Valliere***.

His extensive knowledge of our community and its natural resources was invaluable to those of us collectively responsible for administering our duties in a fair and equitable manner. Mike's passing is a huge loss to us as individuals and to the environment he cared so much about.

ZONING BOARD OF APPEALS

A Zoning Board of Appeals is created under the provisions of MGL Chapter 40A as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to:

1. Hear appeals taken from decisions of any administrative official or board of the Town acting in the provisions of law;

2. Grant variances from terms of the Zoning Bylaws; and

3. Grant special permits as provided by the Zoning Bylaws.

During the period of January 1, 2006 to December 31, 2006 fourteen (14) applications were submitted for consideration;

Four (4) requests for special permit;

Eight (8) requests for variance; and

Two (2) requests withdrawn by the applicant.

Respectfully submitted,

Colin H. Haire, Chairperson
Harold Davis, Co-Chairperson
Daniel Heney, Clerk
George A. Burns, Altemate
Joseph E. Fitzpatrick, Alternate
Christine Mitchell, Secretary

OPEN SPACE COMMITTEE

The Open Space Committee concentrates on saving property in town from development. We seek large parcels, especially ones that are contiguous to other parcels, for greenways and wetland corridors, as well as properties that can be reserved for later use for the benefit of residents. This year we were offered a pond, but because of its neglected dam, we found it to be an unwise prospect for the town. We promote conservation restrictions for owners who want to preserve their property into perpetuity and are available to help residents set them up according to their particular needs. There are tax credits available for this type of preservation as well as for the less permanent Chapter 61 technique.

The Open Space Plan was submitted to the EOEA's Division of Conservation in January and, after review, they recommended some alterations, which upon completion of the modifications it will be resubmitted. The initial submission allows us to get grants for FY09, and the resubmitted and accepted plan will allow us access to grants for 5 years. These grants can be used to implement some of the recommendations in both the Open Space Plan as well as the Master Plan.

The Heritage Landscape Inventory Program culminated in September 2007 and many of the recommendations fall under the Open Space umbrella. Recommendations such as a Mumford Riverwalk, documenting historical sites and protecting farmland will be pursued, as well as many others found in the HLIP Reconnaissance Report. In 2008 there will be several Landscape Preservation Meetings at which we hope many board members and interested citizens will gather to plan the next steps and enlist and motivate volunteers to follow the process through to fruition.

The committee welcomes anyone interested in open space and preserving the character of Douglas to join us and to attend meetings. We meet on the third Thursday of the month at 7PM in the Municipal Center.

Respectively submitted,

Sue Perkins, Chair
Lisa Mosczynski, Vice Chair / Secretary
Marylynne Dube
Fred Fontaine
Stephen Sheldon



HISTORICAL COMMISSION

The Historic Commission has recently reformed. Our goal for 2008 is to get East Douglas downtown district re-documented and re-submitted to the MHC for inclusion in the State Register, plus seeing if they can get the Old Elementary School as an individual property on the MHC inventory which may permit some tax refunds if and when a re-hab is complete.

Other ongoing projects include the Heritage Inventory Survey features in town which we recommended for protection by the town / county / state and working with the Open Space Committee.

Respectfully submitted;

David Kmetz
Historic Commission Chair

BUILDING FACILITIES & CONSTRUCTION COMMITTEE

The Building Facilities and Construction Committee (BFCC) is a newly formed committee, in the Town pursuant to Article 10 of the Town of Douglas General Bylaws. The committee is comprised of seven voting members each serving a 3-year term and one non-voting member - the Town Engineer. The first task that was undertaken by the BFCC was preparing a Building and Facilities needs analysis. Over the past year the committee has been surveying the Town Buildings, meeting with various departments within the Town and meeting with the Town Financial consultant to determine what is the best way to implement a 20-year townwide facility needs assessment. Our goal is to make recommendations at the Spring 2008 Annual Town Meeting along with groundwork for our first facility improvement project.

Ongoing construction projects that the committee has assisted in this past year include the post office parking lot, Hemlock Street road improvements, The Simon Fairfield Public Library handicap accessibility, and review of school building needs. The BFCC looks forward to a productive and successful year as we move forward with our first construction project.

Respectfully submitted,
Daniel J. Heney, Chairman

ECONOMIC DEVELOPMENT / EXPEDITED PERMITTING COORDINATOR

Through the united efforts and leadership of the Board of Selectmen, the Economic Development Commission, the Planning Board, the Water and Sewer Commission, the Conservation Commission, the Board of Health, the Highway Department, the Police Department, the Fire Department, the Zoning Board of Appeals and the staff, the Town of Douglas established an expedited permitting program for the parcels designated as Priority Development Sites. The Town of Douglas received an advice of credit dated June 25, 2007 for Chapter 43D technical assistance funds in the amount of $150,000. These funds were awarded to the four-town collaboration with Douglas, Uxbridge, Sutton and Northbridge for the express purpose of developing the Route 146 corridor. As part of the four-town efforts, the Town will use these grant monies to explore the future nomination of that four-town area as a Priority Development Site.

As requested in the grant application, the Town hired an Economic Development/Permit Coordinator. The Town established a Technical Review Team comprised of members designated by each permitting authority to coordinate the submittal of applications on Priority Development Sites. The permitting authorities, Special Counsel and staff reviewed the permitting procedures and recommended provisions which were approved at Special Town Meeting in November. The continued dedication of the citizens, the property owners, the elected officials, the appointed officials and staff will move the Town of Douglas toward the shared goal of attracting jobs and development to these prime commercial and industrial sites.

Respectfully submitted,
Cathryn Welch
Economic Development/Permit Coordinator

MASTER PLAN IMPLEMENTATION COMMITTEE

The Douglas Master Plan, issued in April 1998, is a document that was generated with the initiative of the Douglas Planning Board and Douglas residents. The Town engaged the firm of Whiteman and Taintor to produce the plan in association with Attorney Mark Bobrowski. Much research and analysis was done by Whiteman & Taintor. There were many meetings with Douglas boards, committees and residents.

The Master Plan document consists of 269 pages of facts, analysis and discussion. As part of the plan, there are 87 recommendations. These recommendations are summarized on pages 192 through 201 of the Plan. The Master Plan Implementation committee was formed to ensure that the goals, objectives and recommendations of the Plan were implemented.

Since the Fall of 1998, the Committee has worked to address each of the 87 recommendations. In April of 2007 the Committee presented their Final Report to the Board of Selectmen. This report can be viewed at the town web site http://www.douglasma.org/ and may also be obtained from the Town Clerk. After completing the Final Report the Committee voted to dissolve.

I wish to thank all those Douglas residents who worked on this Committee and helped to bring our task to completion:

Respectfully submitted;

Paul Peterson, Chairman

*Carol Gogolinski - (Vice-Chair 2002-2007)
*Linda Brown - (Secretary 2000-2007)
*Paul Peterson- (Chairperson 2002-2007)
*Raymond Bellenoit
*Robert Werme Sr
*Shirley Mosczynski
*Marylynne Dube
Chris Kearney
Christine Anderson
David Kmetz
David Sherman
Eben Chesebrough
Edwin Taipale
J. Kevin Conway
John Petraglia
Joseph Gibree
Kathleen Campbell
Kent Brotherton
Kevin Doyle
Louis Jussaume
Merrit Tetrault
Michael L'Heureux
Pamela Holmes
Paula Brouillette
Richard Preston - (Chairperson 1998-2001)
Richard Vanden Berg - (Secretary 1998-1999)
Robert Doyon
Robert Josey
Robert Stevens
Robert Werme Jr
Roger Manyak
Ronald Forget
Sandra Madden
Sharron Cochran
Susan Theriault
Thomas Navaroli
William Cundiff (Town Engineer ex officio member)
William Pybas

*Remained active until Committee was dissolved in 2007

SCHOOLS



SUPERINTENDENT

On behalf of the School Committee Chairperson, Margaret Reed and School Committee members, Thomas Devlin, Shirley Downs, Leslie Breault and Michael Belleville, I want to express the gratitude of the School Department for the continued support of education provided by the Town of Douglas. Our students benefit daily from the support provided by the community of Douglas to the school district for their education.

During the 2007 school year, the District continued to focus on providing an excellent education to all our students and fulfilling the District Mission:
The Douglas Public Schools offer diverse learning experiences that meet the academic, social, physical, and emotional needs of all students. We provide a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth. Decisions are made in the best interest of our students.
The areas the District chose to identify as goal areas include the following:
- Curriculum, Instruction and Assessment
- Teacher and Administrator Quality
- Student Support Programs and Services
- Leadership and Governance
- Business and Financial Management

Focus on these identified goal areas directed the actions taken to improve education across the District during the 2007 school year.

In the area of Curriculum, Beverly Bachelder, Director of Curriculum working in close conjunction with the Administrative Team, formed Vertical Curriculum Teams in all eight major subject areas to review and revise the Curriculum across all grade levels. This vitally important work is slated to continue in delineated phases across the next three years. During the current year, significant progress has been made creating Curriculum Maps, which outline the material covered in each grade and subject. Changes to the instructional programs have been adjusted to ensure full alignment with the Massachusetts Curriculum Frameworks, assuring our students are well prepared for the MCAS testing. In addition, recommendations for needed textbook purchases are researched through a defined adoption process involving teachers, staff and administrators and managed by the curriculum department.

In the area of Teacher and Administrator Quality, significant changes have been made to the way in which Professional Development offerings are made available for teachers. It is very important that our teachers have the opportunity to remain professionally current in their fields and receive training that assures that District goals are met. To that end, more opportunities both within and beyond the District were made available to teachers to receive this training and collaboration with their field of teaching. Further, teacher evaluations were stressed as an important way to structure discussions regarding teacher practice and alignment with the continuous improvement of student achievement.

Within the goal area of Student Services and working closely with Dr. Denise O'Connell, the Early Childhood Program, Special Education, Counseling and Guidance services were analyzed and adjusted in conjunction with the encompassing goal areas of curriculum improvement. In addition the provision of service in the areas of Special Education and Guidance was strengthened to ensure that all students receive the appropriate services and supports needed for their academic growth and success. The Nurse Leader, Mrs. Kathleen Campbell, worked closely with Dr. O'Connell and the Principals to ensure that school health services were aligned with the District goals and were continually improving the level of support provided to our students.

In the area of Leadership and Governance, the District continues to engage in activities designed to move the District forward. The District researched several ways to better equip emergency first

responders with accurate plans of the building spaces and critical intervention services, such as gas and water shut-offs. The District was thus positioned to contract with a service provider to map and label all our facilities and provide this information to the first responders, thereby improving the safety of our students and structures. In addition, the focus of the Administration was to open communication with the community at all levels, with municipal government, parents and community groups. The Business Manager, Dean Iacobucci and myself met with ten separate groups of community representatives during the budget development process to ensure that all parties had the opportunity to provide feedback regarding the school budget. The sharing of information is a priority of this administration and will continue to be a focus moving forward. In addition, the Superintendent presents Annual District goals to the School Committee for approval, delineating the focus areas of the upcoming year. The Committee, in turn, evaluates the performance of the Superintendent in causing these improvements to happen. This public conversation is yet another way to openly communicate to our community the events and progress occurring in our schools.

The final goal area was that of Business and Financial Management. In addition to the Budget process described above, the District has focused on improving the condition of our facilities and actively managing the maintenance and improvement of our schools. Many improvements have taken place, including repairs which had been delayed for a significant period of time. The condition of the buildings continues to be an issue for the District and will remain an area of concentration.

In closing, 2007 was an exciting year for the Douglas Public Schools with many improvements and systemic changes taking place. During this year, we engaged in a Principal search and brought Ms. Kimberly Taylor to the Douglas Elementary School as Principal beginning in September of 2007. Mr. Robert Godbout spent the 2006-2007 school year as acting Principal of the Douglas Elementary School and we are so grateful for the incredible job he did for the students in this important role. Having the opportunity to serve the students and their families in our community as Superintendent of Schools is an honor and a privilege.

Respectfully submitted,

Nancy T. Lane
Superintendent of Schools

HIGH SCHOOL

We are very pleased to report that Douglas High School has had a very positive and productive 2007. Our faculty, guidance department, and administrative personnel are united in our mission to provide our students with a safe, supportive learning environment in which students may achieve academic success and personal growth. Most importantly, we continually strive to make decisions in the best interests of our students. We are mission-driven, student-centered, and always seeking to improve.

Students and staff alike continue to enjoy our beautiful building and the significant technology we are very fortunate to have at DHS. It is such a pleasure to show new students, visitors, and community members around the school, listening to their enthusiastic comments not only about our building, but also about the culture and climate of our school community.

We are pleased to announce that our NEASC *Two-Year Report* committee, chaired by our history department head, Mrs. Caroline Fitzpatrick, has already completed its two-year status report, a critical document required of every school in the two years following a NEASC accreditation visit. The two-year report documents our continued efforts to not merely meet the expectations of the NEASC accreditation evaluation standards, but to exceed them.

Throughout the past year, we have continued our focus on implementing school improvement initiatives to raise student achievement. First among these initiatives for 2007 was the addition of multiple honors and Advanced Placement-level courses in an effort to further challenge our students. We continue to utilize "AP Potential," a software program that informs our decisions about which AP-level offerings would best suit our students based on their PSAT scores. In addition, teachers of Advanced Placement courses meet regularly to discuss best practices, review and revise course syllabi, and work intensively to prepare students for the exams. We are very happy to announce that our students' Advanced Placement scores rose once again in 2007 as a direct result of the hard work of our students and their teachers.

Revising the curriculum to teach skills needed for the "real world" after high school is a proven way to raise student achievement. We continue to see the tremendous benefits of a student-run school store at DHS, an exemplar for a real-life authentic application of skills learned in the classroom. Students have worked hard, under the supervision of business law teacher, Lynne Gaskell, to make the store a success. Students in the class research the best suppliers, carefully choose inventory, and sell merchandise. They ended the year with over $5,000 worth of inventory, money in the bank account, and debt-free! We have also reinstated a work study program which, under the supervision of Jill Wilson, guidance counselor, enables students to earn high school credit as they explore various career experiences through local businesses.

Other curricular improvements have also been implemented to raise student achievement. All subject-area curricula and syllabi undergo continual revision, updating, and organization in an effort to make them as authentic and valuable to teachers and students as possible. All curricula are now posted on our faculty drive and course syllabi are posted on our website. The school-wide rubric that was approved last year to assess student mastery of the expectations for student learning will once again be incorporated into our revised report card. A standard essay rubric, a math/ELA open-response question rubric, an oral presentation rubric, and a research paper rubric have also been implemented for school-wide use. The program of studies now incorporates the expectations for student learning and has been revised and updated to reflect current curriculum initiatives. In addition, the math and English departments have revised their curricula and prepared course outlines and benchmarks for all courses offered. The math department now produces a monthly newsletter insert for parents describing how to help their children succeed in math. A formal cycle of practice MCAS tests was also given students prior to the actual exams, and MCAS math skills classes were again offered for students who needed additional help. We are confident that these initiatives will result in higher test scores.

The senior project had an extremely successful third year, with all seniors passing the requirement and many submitting exemplary projects. The Massachusetts Department of Education awarded a $7,000 sustainability grant for the senior project program, and plans are in place to build upon what was begun this year. Next year, we hope to incorporate additional community service activities and workplace internships into the projects. We are committed to the senior project requirement serving to build connections with the town of Douglas, and help enhance the lives of its residents.

An indicator of the high school's regard within the area is reflected in the fact that school choice enrollment again increased while choice out decreased. This year, our enrollment totaled 590 students.

One of our top priorities at Douglas High School continues to be to strengthen relationships between the school and the town of Douglas. Clear, regular communication with parents and community members is essential; to that end, we have held "Principal's Coffees" periodically throughout the year, posted school notices on our website and local cable television station, and mailed a monthly newsletter to all DHS parents titled, "High School Years." We seek to work closely and cooperatively with the Douglas Police Department and the Douglas Fire Department to ensure that our students are safe and secure while in school. Hosting the annual senior citizen breakfast in April gave us the opportunity to once again welcome Douglas seniors to our school, and we honored our parent/student volunteers as well at a special volunteer breakfast, also held in April.

Encouraging students to make a commitment of time and energy to better their community not only provides help for those in need, but also strengthens school/community relationships in the process. The community service requirement for graduating seniors and National Honor Society members

illustrates this commitment. Thirteen juniors and two seniors were inducted into the National Honor Society – C.W. Holmes chapter, in November, joining nineteen seniors to bring the total membership to thirty-six students.

The High School Guidance Department consists of one Director of Guidance for grades 11 and 12, one guidance counselor responsible for grades 9, 10, and 11 and the "School to Career" program, and one adjustment counselor/school psychologist directly responsible for 8th grade school counseling, 8-12 school adjustment counseling, and 8-12 school psychology. Members of the guidance staff also serve as the Chapter 504 coordinators for all students in their caseload.

This year the guidance department was recognized for their efforts in implementing the new Massachusetts State Model for Guidance through their work in creating a Massachusetts Accountability Report Card (M.A.R.C.). The M.A.R.C provides important data to assist the administration, staff, and guidance personnel in their efforts to provide a safe, supportive, and challenging learning environment for our students. David Elsner, a representative from Mass Association of Counselors, presented the award at the Jan. 16th School Committee Meeting.

Above all, the DHS guidance department strives to provide the necessary services for student and parents through meetings, phone calls, and programs that will enable our students to have a successful and rewarding experience at Douglas High School. Guidance personnel also provide the tools necessary to navigate decisions regarding life after high school through career and college information and preparation. Our department works closely with the teaching staff and administration to look for ways to reach out to our community and improve our department.

Helping students prepare for life after high school is one of our most important roles at DHS. Douglas High School hosted a very well-attended College Fair on September 27th, where representatives from more than sixty colleges met with high school juniors and seniors about choices for higher education. One way that we encourage graduates to become productive citizens in their community was through participation in the School to Career program. The Job Shadowing program, an outgrowth of the School to Career program designed to help juniors better understand their talents and abilities, took place in March. This program helped many DHS juniors experience the connection between school and work. Our juniors enjoyed the opportunity go to various businesses with family members, or be placed by the guidance office into a community workplace to conduct first-hand observations and investigate career interests. Some of the placements this year included: Pepperidge Farm's business office in Worcester, Lampin Corp. in Uxbridge, Bruin Plastics in R.I., Douglas Fire Dept, Douglas Police Dept., Milford Regional Hospital, Blackstone Valley Tribune, the Intermediate School, and preschool.

In addition to the Job Shadowing and School to Career programs, a Career Fair, hosted by the Blackstone Valley Chamber of Commerce Education Foundation at Northbridge High School, was held in March at Northbridge High School. The DHS sophomores who attended heard an excellent speaker, Mr. Paul Lynskey from the Massachusetts Educational Financing Authority (MEFA), speak about college and career choices and the increasing selectivity of colleges. They then proceeded to the field house to speak with business leaders concerning various careers.

The Peer Leadership program, advised by Mrs. Genie Stack and Mrs. Caroline Fitzpatrick, also reached out to others in many different ways. As the holidays approached, the group again conducted a "Twelve Days of Christmas" food drive. Altogether, close to 2,000 items were donated to the Northbridge Food Pantry, servicing the Blackstone Valley. The X-CEL program, also sponsored by the Peer Leaders, was very well-received by staff and students alike. Staff members distributed raffle tickets to students who went "above and beyond" in some way to help others and exceed expectations. A drawing was held in May to celebrate the end of MCAS testing. Many prizes donated by individuals and local businesses were given away to lucky students, including an IPOD, digital camera, MP3 players, flash drives, Red Sox tickets, gift certificates to local businesses and restaurants, and items donated from the school store.

The DHS SADD (Students Against Destructive Decisions) and Peer Leaders are proud to announce that they received a $1,000 "Preventions Strategies" grant from the Department of Education to work with seventh graders about making safe choices. In addition, SADD sponsored a "Day of Awareness" program in which students were informed of the dangers and consequences of making unsafe and unhealthy decisions.

Another program of which we are especially proud, our advisor/advisee program, helped us fulfill our mission to provide a supportive learning environment by providing adult advocates for students. This program was expanded this year to include all students in grades 8-12. Advisors met daily with advisees during "homebase" period, to check in with students.

As part of our continuing quest to provide a safe and supportive learning environment, we again conducted a system-wide "Move-Up" day last June to allow seventh grade students to meet eighth grade teachers, observe classes, and take a tour of the school. An orientation for 7th grade parents was held that evening to provide parents with the opportunity to meet the administrators and teachers, familiarize themselves with the eighth grade curriculum and course expectations, take a tour of the school, and enjoy refreshments. Our eighth graders enjoyed a variety of educational and team-building activities this year, including a field trip to the Boston Museum of Science in May and a dinner dance held in the DHS cafeteria in June.

This past March, DHS celebrated Town Government Week. We greatly appreciated the many community members who came to DHS to speak and participate in the teen town meeting and town government fair. Two major highlights of the fair were watching students try on a full firefighter's suit with gear, and also seeing many of our senior students registering to vote. We thank Mitch Cohen, Richard Preston, Brian McGrath, and senior Julie Davis for organizing and planning Town Government Week, and also the town government representatives who came to speak to students: Bill Cundiff, town engineer; Stephen Zisk, conservation planning; Adele Reynolds, building inspector; Fire Chief Don Gonynor; Police Chief Patrick Foley; Ernie Marks, highway/safety; Dennis Croteau, water dept.; Rick Colonero, building maint.; Michael Guzinski, town administrator; and selectmen Shirley Moscyznski, Mitch Cohen, and Paula Brouillette.

Eleven 11th and 12th grade history students joined students from other Blackstone Valley schools to participate in the Humanities Scholars Collaborative, a program that encouraged students to become knowledgeable citizens and to accept responsibility in shaping the future of the United States. Students Greg Crawford, Rachel Norberg, Travis Brisbois, Eden Martinsen, and Samantha Gannon participated in a year-long project that involved visiting area college campuses and discussing culture clashes in America. The final meeting of the Collaborative took place in May at Millbury High School, where our students presented a wonderful short film they had created. Thank you to our students for their exceptional effort in preparing for this presentation, and to DHS history teachers Caroline Fitzpatrick, Paul Leonard, Brian McGrath, Jarred Stand, Todd Babola, and Brian Ginisi.

It was a pleasure this past year to celebrate outstanding achievements on the part of both our students and our staff. Several of our students received distinguished individual honors in a variety of other areas. Katie Roy was honored by the Worcester County Superintendents' Association at the Annual Scholar's Luncheon which took place at Holy Cross College in Worcester in January. In addition, sophomores Andrew Welton and Tony Bulak were selected to receive the Hugh O'Brian Leadership Award; junior Emmalee Small was chosen to receive the University of Rochester Bausch & Lomb Honorary Science Award; freshman Karrie Gorman was selected to attend the START Leadership Program at Nichols College; and sophomore Sang Nam received the Mass STAR Leadership Award.

Three Douglas students successfully completed the Blackstone Valley Youth Leadership Academy program, a new program offered for the second time this year. This program provided high-achieving freshmen and sophomores from the Blackstone Valley the opportunity to meet other student and adult leaders from the area, enhance leadership skills, learn about internship opportunities in the Blackstone Valley, and work together to complete a community service project. The three students selected to represent Douglas High School were Eric Archambault, Patricia Horosz, and Tyler Brisbois.

Along with excelling academically, DHS students actively participated in extracurricular learning opportunities, affording them the opportunity to extend learning beyond the classroom and have fun at the same time! Our varsity math team finished second in Division D of the Worcester County Mathematics League this year. Sutton High School placed 1st, Douglas 2nd, Blackstone Valley Tech 3rd, Notre Dame Academy 4th, Assabet Valley 5th, Northbridge 6th, Burncoat 7th, and Southbridge 8th. A total of 42 students competed in at least one meet. Top scorers for our team were Kylie Bleau – 23 (top scorer in Division D), Kathryn Roy – 18 (3rd in Division D), Alissa Descoteaux – 15 (6th in Division

D), Brad Migliacci – 13 (10 in Division D), and Dan Brothers and Ryan Leverone – 12 (tied for 11 in Division D). This is the first time we had the top scorer in our division and so many ranked in the top 11. The freshman team finished fourth this year. All students are encouraged to join the freshman or varsity math teams.

The Douglas High School Band has had a very successful year. The 78 member Marching Band placed first in both the Worcester Columbus Day Parade and Worcester St. Patrick's Day Parade Competitions. They also placed first in Division II at the Quincy Christmas Parade, which makes them the Division II Massachusetts State Parade Band Champions. The group represented Douglas in 15 parades this year in both Massachusetts and Rhode Island. In addition to the parades, other performances included two concerts and a local fund raising event to benefit the Marshall family.

The Douglas Marching Band boasts a complete Performing Color Guard ensemble, consisting of a Majorette Squad, a Rifle Drill Team, and a Flag Team. Our Band is one of the few high school bands remaining that continues to present a National Line Honor Guard and displays the American flag proudly as part of our Band Front. Fifteen students representing the Douglas High School Band attended the Fred J Miller Summer Band Clinics that were held at Clark University where Douglas High School was awarded the trophy for Most Improved School. Kristine Jones, 11th grade baton twirler, was awarded the honor of Most Outstanding Twirler at this year's camp. The marching colorguard was awarded the trophy for Best Colorguard in Division II at the annual Quincy Christmas Parade and Competition.
Having graduated a large number of seniors last year this year's chorus was smaller than in the past, topping out at 48 members. The group worked tirelessly throughout the year to prepare challenging music for our many performances. This year's local performing venues included the Douglas Octoberfest, several area homes for the elderly and the Douglas town common to spread the sounds of winter and the holiday season, the annual winter and spring concerts held at the high school and the senior class baccalaureate service. Both groups also traveled to Pawtucket's McCoy stadium where Blue Light Special performed a mini concert and the full chorus performed the National Anthem to open the evening's Pawtucket Red Sox game. The highlight of the year was our participation in the Music in the Parks music festival, held in Philadelphia, Pennsylvania where the high school chorus placed second and the A Cappella Ensemble (Blue Light Special) placed first. The High School Chorus and Blue Light Special are under the direction of music department chair and Choral Director Al DeNoncour, with the assistance of Intermediate Choral Director John Rheaume

This year's Junior Chorus, comprised of 50 eighth grade students, performed at the annual winter and spring concerts as well as the senior brunch in April. In June they traveled to Springfield, Ma. to participate in the Great East Festival where they were awarded a gold medal for their performance. This is the eighth consecutive year the junior chorus has been awarded a gold medal at this event.

In addition to the accomplishments of the entire Junior Chorus, three members of the ensemble were selected to represent Douglas in the Massachusetts Music Educators' Central District Chorus. Through an audition process which included approximately 1000 students from central Massachusetts Jake Keough, Aaron Horton, and Drew Hill were chosen to receive this honor and performed as part of the 150 member select chorus at the Junior Central District Concert Festival held in May. The Junior Chorus is under the direction of Al DeNoncour.

In years past the music department would present a spaghetti supper cabaret as part of its spring events. Last year this event was modified to include a formal concert which served as a fund raiser for the music scholarships presented annually by the Douglas Band Boosters. One of the scholarships given is in memory of Jake Bachand, a chorus student who passed away following an accident in his freshman year. The concert is named in remembrance of Jake and with the combined efforts of student performers and staff members has raised over $3000 in the last two years, all of which has been awarded to graduating music department members.

The annual Douglas High School Art Show took place on Thursday, May 24th, representing the outstanding work of our DHS student artists – approximately 175 students in grades 8 through 12. The nearly 400 pieces of original work included pencil, charcoal, scratchboard, acrylic, pastel, colored pencil, watercolor, and clay.

Congratulations to Kate Wildman (Class of 2008), who was one of 140 high school students in Massachusetts to be accepted to Art All State, a two day art collaborative at the Worcester Art

Museum. Congratulations to Youngshim Gontijo (Class of 2008) for winning the prestigious Silver Key Award from the nationally recognized Boston Globe Scholastic Art and Writing Program. Youngshim's work was chosen for recognition from among the best work in Massachusetts. Both of these accomplishments reflect the hard work and talent of our student-artists on a larger scale at DHS.

Our sports teams at Douglas High School also continue to excel, boasting two state championships and over 20 league championships, most of which have occurred within the past five years. The varsity baseball team had very successful seasons, reaching the final round of the Central Massachusetts District Tournament. Juniors Greg Crawford and Jaryd Cutting were named to the Dual Valley All-Star Team. The DHS softball team also qualified for the Central Massachusetts District Tournament and sent Julie Davis, Christie Newell, Abby Connors, and Katie Roy to the DVC All-Star Team. The track and field team continued to improve and sent Pat DeRoy, Liana Christy, Josh Haan, Brett Cahill, Mike Nadreau, Cassie Tagseth and Mike Gray to the Central Massachusetts District Meet. The boys basketball team sent Jordan Stolle to the DVC All-Star Team and Julie Davis, Rachel Norberg, and Abby Connors represented the girls' basketball team on the DVC All-Star Team.

We would also like to extend our very special congratulations to Abby Connors (Class of 2007), who scored her 1,627th point this winter, surpassing Mary Dix (Class of 1979) as Douglas High School's all-time leading scorer. Last year, Abby became the sixth basketball player in DHS history to score 1,000 points. She joined a very prestigious group of athletes that includes Bobby Saster (Class of 1971), Beverly Carter (Class of 1976), Mary Dix (Class of 1979), Mary Brown (Class of 1982), and Saile Howe (Class of 1982).

The Douglas boys' soccer team was very successful in the post-season last year, making it all the way to the Central Massachusetts Tournament Semi-Finals. The team sent Nick Prunier, Mitch Power, Matt Ballou, Mike Nadreau, and Paul Masterson to the DVC All-Star Team. Nick Prunier and Mitch Power were also elected to the Central Massachusetts All-Star Team. Congratulations to Dual Valley All Stars Sarah Soderberg and Ashley Ryan and special congratulations to Sarah Soderberg for being elected to the Central Massachusetts All-Star Team. Congratulations to the DHS golf team, which qualified for the Central Massachusetts Golf Tournament this year and were represented by Matt Fisher, Nate Pajka, and Alex Lavoie on the DVC All-Star Team. Field hockey, a relatively recent addition to the Douglas athletic department, sent Kelsey Marot and Victoria Watkins to the DVC All-Star Team and played a very competitive season. We would like to thank all the family members, faculty, and peers, and other Tiger Fans who loyally supported our athletes this year, and we look forward to seeing you at the games next year!

The 129th annual commencement at Douglas High School was the culmination of our year! The June 8th ceremony took place outside on our athletic fields on a beautiful late afternoon. Of the 77 DHS seniors who graduated, 86% are continuing their education. Some colleges at which our students have been accepted over the past two years include Colgate University, Trinity College, Holy Cross College, WPI, Northeastern, Dickinson College, Wheaton College, Quinnipiac University, Providence College, Bryant College, Syracuse University, University of New Hampshire, University of Connecticut, Bentley College, University of Massachusetts-Amherst, and Assumption College. There were 33 students from the senior class who received the John and Abigail Adams scholarship, entitling them to four years of free tuition at Massachusetts colleges and universities based on their MCAS scores that rank in the top 25%. Scholarship aid totaling over $1,000,000 was awarded to this graduating class!

As we conclude our fourth year at Douglas High School, we reflect on our many accomplishments with pride, and look forward to the coming year and continued growth and accomplishment for our students. Our goal remains the same: to provide "a safe, supportive, and challenging learning environment in which students may achieve academic success and personal growth" at Douglas High School. It is an honor and a privilege to work closely and cooperatively with parents and community members as we seek to help all of our students achieve their highest potential.

Respectfully submitted,

Brett M. Kustigian, Principal
Gregory Myers, Assistant Principal

INTERMEDIATE ELEMENTARY SCHOOL

Dear Residents of the Town of Douglas:

It is my pleasure to submit the 2006 -2007 annual report for the Douglas Intermediate Elementary School.

The school year began on September 5, 2006 with an enrollment of 547 students spanning grades 4 - 7. Open House was held on September 21, 2006. Open House gave parents, siblings, grandparents and community members the opportunity to tour our school, visit classrooms and meet the faculty. This popular yearly event was very well attended.

Yet again the Douglas Intermediate Elementary School Parent/Teacher Organization was instrumental in providing our students with a variety of enrichment programs. One such program was entitled "Bully Free is the Choice for Me." This interactive performance had a very strong anti-bullying message for our students. The PTO also sponsored a terrific laser show for all students as well as a magic show. Along with funding enrichment programs and student activities, the PTO also generously donates funding for field trips. We are all grateful to their hard work and generosity. We look forward to a continued partnership with our PTO.

Fifth Grade teachers Ms. Doiron, Mrs. Manyak, Ms. Leroux, Ms. Tornblom and school librarian Mrs. Nichols ran another Independent Research Project this past year. Students and parents signed a contract to assure success and completion of the project. Students were expected to: maintain an 80 or above average in all academic classes, read at least one non-fiction book, use a variety of sources and research materials, implement at least one technology piece into their final presentation, and write a paper on their topic of choice. The research project ran from November to May and students formally presented their findings to the community and staff members of the Intermediate Elementary School.

The 2006-2007 school year was another outstanding year for the music program. Students in grades 4-7 were eligible to participate in a variety of programs at the Intermediate Elementary School. There are two performing ensembles at this level. Approximately 31 sixth and seventh grade and 45 fourth and fifth grade students participated in the instrumental program. Also, 65 sixth and seventh graders participated in chorus and a small eight member jazz band was started by Mr. Rheaume.

In June, the grade 6&7 band and chorus attended the Great East Music Festival in Chicopee, MA. They were adjudicated by a panel of judges regarding their musical performance and abilities. Both groups were awarded a gold medal rating. Following the performance the students enjoyed the rest of the day at Six Flags in Agawam. The grade 6&7 band also marched in both the Douglas and Manchaug Memorial Day parades.

Students in Mrs. McGrath's and Mrs. McGee's classes enjoyed two fantastic events in the 2006-2007 school year. The first was the Winter Wonder Feast. The Winter Wonder Feast took place in December. Teachers, parents and students all worked together to put together and enjoy a delicious holiday feast. The Hawaiian Hotdog Hula took place in the spring. Students enjoyed grilled hotdogs and a variety of organized games, soft serve ice cream and karaoke.

Grade 5 students and teachers continued their work with the Douglas Police Department on the D.A.R.E (Drug Abuse Resistance Education) program. This is a terrific program that informs students about the dangers of drug and alcohol abuse so that they are prepared to make healthy choices as they grow older. Officers Falone and Martinsen visited every fifth grade classroom numerous times to teach this important program. The program ended with a graduation ceremony which was very well attended. We look forward to continuing this partnership with the Douglas Police Department.

All sixth grade students participated in Geography Day. Under the direction of Miss Towle, sixth grade students studied the country of their choice. They then wrote papers and created displays showing the many interesting facts they learned. The students set up their displays in the library where parents, students, teachers and community members were able to visit and see their projects. Many students made samples of foods from the country they studied to share with our guests.

The student ambassador program sponsored several events for students. The first was a school wide roller skating field trip. This trip was a reward for all students who worked hard academically and behaviorally throughout the first half of the school year. Virtually the entire student body enjoyed a day of skating and activities. The student ambassadors also sponsored the annual adopt-a-family campaign to assist a family in need at the holidays.

The entire fifth grade worked very hard to put on a performance of "Shadows of the American Revolution." This shadow theater presentation was developed by the fifth grade teachers and students under the direction of Mrs. Myers. The entire fourth grade team worked together to hold a Mexico Day. Many parent volunteers worked with the staff and students to hold an exciting day of activities to help the students celebrate all of their hard work on the Mexico unit. The fourth grade also presented a "States Spectacular" as a culminating activity for their states unit. The show was an exciting event.

The Lego Robotics team continued to grow during the year. Mrs. Graveson and Miss Leroux worked with students after school to help them develop their robot design and programming skills. The team then traveled to Blackstone Valley Regional Technical High School to compete against teams from throughout the area. They learned a great deal and had a wonderful time.

The SAT program (Student Assistance Team) met regularly this past year. This group of teachers led by Miss Maher, the school adjustment counselor, met weekly to discuss students that are referred for academic, social, or emotional concerns. This is considered part of the pre-referral process to help determine whether or not a student will require additional services. Many teachers volunteer their time throughout the year to work with this team and ensure success for al of our students.

Miss Maher and Miss Sbardelli held an after school writing club. Students developed their own writing pieces (poetry, fiction, non-fiction) and could share their creations with the group. Many students improved their writing skills and turned bound collections into their own books.

With strong support from the town and a great deal of work from Mrs. Bachelder and a team of teachers and administrators, we will be implementing new Reading and Math programs at the Intermediate Elementary School. Harcourt Storytown will become our new reading program for Grades K – 5 and Harcourt Math will be used in grades K – 6. We are excited to bring these new, state of the art programs to our students in the 2007 – 2008 school year.

I have thoroughly enjoyed my first year as Principal of the Douglas Intermediate Elementary School. I have found Douglas to be a warm, welcoming community that strongly supports education. We will continue to work together with parents and the community to develop the best educational experience possible for the children of Douglas.

Respectfully submitted,

Damian J. Sugrue
Principal

ELEMENTARY SCHOOL

2007-2008

On September 5th of this school year, Douglas Elementary School opened its doors to 385 smiling, excited, and enthusiastic students and 55 staff members. There were seven sections of kindergarten (6 full-days, and 1 half-day), seven sections of first grade, and five sections of second grade. We also had the addition of a number of new staff members in kindergarten, art, music, guidance, and special education.

Students and staff began the use of two new programs in language arts and mathematics; Harcourt *Storytown* for reading and Harcourt Math for the mathematics program. Both programs provide consistency, structure and wonderful learning opportunities for all of our students. Due the generosity of the Town of Douglas and the School Department budget, we are thrilled to have full access to all components of these two programs for our students.

Each month, our students attended a "Community Meeting" focused on a character trait of the month, including such topics as respect, caring, responsibility, cooperation, best effort, and many others. At these meetings, students are rewarded for their character trait behaviors and recognized for achievement in the "specialist" areas of music, art, physical education, technology, and library. Representatives from each grade level share learning highlights and the school participates in a number of songs that they have been learning throughout the school year.

Our "at-home" reading program (R.A.H) continued this year with every students working towards contributing to a school goal of 500, 000 minutes. Every month, students turned in a reading log which was entered into a raffle for a complimentary book. All students worked hard to add minutes to our total and encouraged their peers along the way.

On November 29th, our school was involved in a community project entitled "The Spirit of the Holidays Wreath Decorating Contest". This project, sponsored in conjunction with "Alternatives", a local agency serving seniors with disabilities, allowed each of our classrooms to decorate two wreaths for local businesses. Along with the generous support of our PTO, who purchased supplies for the decorating, and wonderful parent and "Alternatives" volunteers, the day was extremely successful. The wreaths hung on businesses in town and were voted on by the community members. Three cash prizes were awarded to the winning classrooms for purchasing items of their choosing. This project truly enhanced the words "Community Effort"!! We look forward to replicating it in the future.

We continue to be supported by an amazing Parent-Teacher-Organization who funded such programs as "Arithmetickles", "FoodPlay", "Bedtime Stories with the Principal", and "Tiger Trait" Character recognition prizes. The annual Mardi Gras, Basket Raffle, Egg Hunt, and Walk-A-Thon were also successful events. One new program that has been instituted by the PTO is their monthly "Staff Appreciation Drops". Once a month, the staff arrives to a surprise in their teaching spaces; whether it be a small bag of candy with a note attached, a hand painted candy com vase filled with candy, or an apple with an inventive poem attached. These gifts of recognition have been greatly appreciated.

The School was involved in many successful community service programs throughout the school year. Some of those included a Thanksgiving Food Drive for the local Food Pantry, a Snowflake collection project for a local shelter, a successful grade two bulb planting project for school beautification. We look forward to extending these projects into future endeavors.

I would like to personally take this opportunity to thank the community, staff, and students for the heartfelt, warm and much appreciated welcome to the Douglas Public Schools! Hard work and dedication is evident in all corners of our school community! As I look back on my first year as Principal of Douglas Elementary School, I can smile about that has been accomplished and all that the future holds for us.

Respectfully submitted,

Kimberly Taylor
Principal

STUDENT SUPPORT SERVICES DEPARTMENT

The Department of Student Support Services, with the support of the Administration and School committee, provides comprehensive services designed to meet the needs of eligible students from the ages of 3 to 22 years old. Program offerings for students with disabilities include: integrated preschool, substantially separate services for students with severe disabilities at all levels, inclusion and learning center services for students with mild to moderate disabilities, speech/language, physical, occupational, vision and music therapies, adaptive physical education and vocational services. In addition, system wide services include: nursing, counseling and psychological services, guidance, services for English language learners, 504 accommodations and outreach to students who are homeless.

During the past school year, new initiatives have been implemented in the District with regards to student support services. The Coordinated Program Review process' corrective action progress report was completed and submitted to the State Department of Education for their review. This report was enthusiastically received by the Department of Education with the initial areas slated for improvement moving steadily toward full approval. In the interim, we continue to respond to the Department of Education's request for progress reports as well as implementing the goals and objectives outlined in corrective action response.

The increased percentage of students identified as eligible for special education services as defined by state and federal requirements has resulted in more students with disabilities appropriately receiving services in the District. A new Learning Center model has been implemented to address the continuum of support needed by students in accordance with their identified needs. These Learning Centers address both severe and moderate disabilities across our school District. The Learning Center provides direct instruction utilizing evidence based approaches. In addition, inclusion support is available for all students in grades K-12. At the preschool level, the LEAP program has been fully implemented resulting in improved educational and social outcomes for students in this fully included model. As a result of the refinement of special education programs in the District, students with disabilities are being appropriately served, improving educational outcomes.

Professional Development in the Department continues to be a priority. Area experts including Dr, Russell Maguire, provided graduate level course work for teachers and related service providers in the area of Positive Behavioral Support and Autism. More than 30 professionals in the District took part in these informative courses. In addition, the District offered enrollment to interested faculty from areas districts within the Blackstone Valley. Finally, I have continued to present workshops to staff and the Douglas Parent Advisory Council (DPAC) relative to Individualized Education Program (IEP) processes and procedures as well as other topics relating to special education practice. These series have been responsive to needs identified by the staff and parents in the Douglas Public Schools.

As the District continues to implement its cycle for the development, revision and alignment of curricula for grades Pk-12, special educators are members of Teams established District wide. In addition, Student Support Staff have partnered with staff from the content areas to provide remedial services to students struggling with MCAS. Finally, all special education teachers have been trained in MCAS – Alt procedures and have reviewed students' IEPs so as to provide appropriate accommodations to students who require this type of support.

The adoption of our new evidence based reading series supports students who need increase instruction or challenge is another important initiative of the District. Special educators have partnered with peers in regular education to select a reading series that is responsive to the needs of all learners. For students whose needed require more intensive instruction, a cohort of six teachers participated in an evidenced based literacy training project (Language!) at Fitchburg State College

during the summer of 2007. The implementation of both series in the fall of 2007 has been a success and the District looks forward to continuing increases in reading skills for all learners.

The Health Services Department is comprised of three full time Registered Nurses, one in the high school, one in the Intermediate Elementary School and one in the elementary School. The District is pleased to announce the appointment of Ms. Kathleen Campbell as nurse leader at the Douglas Intermediate Elementary School. Ms. Campbell serves in a dual role both as the School Nurse Leader for the school system and nurse at the IES. One half time Registered Nurse is employed at the IES to provide direct service to students. This position is partially funded by the Essential School Health Services grant from the Massachusetts Department of Public Health.

The initiatives of Student Support Services are supported by active and committed parent volunteers from the Douglas Parent Advisory Council (DPAC). The Douglas Parent Advisory Council is a positive, solution oriented volunteer organization that is required by state and federal law. The goals of the DPAC include:

- Promote of an understanding of the issues impacting special education
- Encourage the support of diversity with the educational system
- Inform the Douglas School community relative to pertinent state and federal laws and related
- Provide informative meetings that enhance the knowledge and skills of parents and professionals
- Provide support to the schools in the implementation of new initiatives

This past year, DPAC has provided many opportunities for education and training including a guest speaker series addressing learning disabilities and ADHD as well as a cable television show produced by Michael Belleville discussing the impact of disabilities. The District is most fortunate to have such committed and caring group of parents.

In closing, in concert with Student Support Services staff, we would like to thank the community for its support in assisting us to actualize our goals and objectives as we seek to minimize the impact of students' disabilities, move students towards independence and maximize their opportunities to fully participate in society. We look forward to our continued partnership.

Respectfully submitted by

Denise A. O'Connell, Ed.D
Director of Student Support Services

GUIDANCE DEPARTMENT

We herewith submit the Annual Report of the Guidance Department for the Douglas High School servicing grades 8 through 12.

The High School Guidance Department consists of one Director of Guidance who serves as head of the department and is responsible for grades 11 and 12, one counselor responsible for grades 9, 10 and 11 and the school to career program, one adjustment counselor/school psychologist/counselor who is directly responsible for 8th grade school counseling, school adjustment counseling 8-12 and school psychologist 8-12. The guidance staff also serve as Chapter 504 coordinators for students in their caseload. The total enrollment for the 2007-2008 school year for grades 8-12 serviced by this staff totaled approximately 590.

This year the guidance department was recognized for their efforts in implementing the new Massachusetts State Model for Guidance through their work in creating their Massachusetts

Accountability Report Card (M.A.R.C.). This document contains many of the efforts of the guidance team over the past year in collecting and comparing data to assist administration, staff and themselves in their efforts. David Elsner, a representative from Massachusetts Association of School Counselors, presented the award at the January 16th School Committee Meeting.

The breakdown for the guidance personnel was as follows:
Director of Guidance: Genie Stack served as director and serviced all grades as head of the department, overseeing all programs and services offered. Served as guidance counselor for part of grade 11 and the entire 12th grade meeting with all students individually and in groups to cover topics such as grades, credits, SAT and ACT dates, courses and future plans. Planned and held Senior Parent Night, Financial Aid Night, and an Early College Awareness Program. Advised students during college and career searches and assisted with applications, transcripts, etc. Served as coordinator for PSAT testing and AP testing. Coordinated scheduling and collated materials for Kaplan free testing of sophomores PSAT testing and juniors SAT testing. Coordinated new course selection sheets, teacher recommendation day and course sign ups for all grades. Assisted with establishing the school master schedule for staff and students. Supervised the budgeting process and ordering of guidance materials. Updated the school's written profile information. Continued a link with Student Paths publications with the English department for students to receive career and college information. One lucky student, Bob Bardier, received a $200 check as the student winner of one of their drawings. Also served as Peer Leadership Co-advisor, coordinating activities with student members such as the 12 Days of Christmas food drive and contest, the Xcell student reward program and coordinated a field trip to the Massachusetts Peer Helpers Assoc. Annual Conference.
New efforts this year included: College Freshman Return Day which involved having six of last year's students come and speak with this year's seniors about transitions beyond high school, ASVAB career interest testing for all juniors, added two new scholarships for seniors from Granutec and Webster First Federal.

Guidance Counselor: Jill Wilson served as a full time guidance counselor to service grades 9, 10 and part of 11th grades as guidance counselor, meeting with all students individually and in groups. Planned and taught guidance seminars consisting of 9 sessions with both 9th and 10th graders coordinating scheduled times with the Health department. Met with 9th and 10th graders individually and in groups to review grades, credits, PSAT results and discuss college and career plans. Coordinated programs for the School to Career program in conjunction with the director including Job Shadow Day for juniors held in March, a Career Fair held at Northbridge High School for sophomores and attended monthly meetings with other members of the Blackstone Valley Chamber of Commerce Education Committee. Coordinated the Advisor/Advisee program, establishing groups of students and advisors, curriculum and times to meet monthly until the program was restructured in September. Selected representatives to attend the Hugh O'Brien Youth Leadership seminar and the MassStar Leadership conference as well as the Students Taking Active Responsibility Today program held at Nichols College. Scheduled students and staff for all MCAS testing and retesting.
New efforts this year included: Coordinated our first College Fair on September 27th with 60 colleges attending, assisted in establishing a linkage with Grafton Job Corp so students from Douglas High School can attend and graduate or receive a GED and career training, co-coordinator of SADD and held a Day of Awareness and received a grant for a two year program involving peer education for alcohol prevention and bullying with middle school students. Created a 10th grade career project during guidance seminar in conjunction with health teachers. Served as coordinator of SAT testing as Douglas High School became a testing site this year. Coordinated field trip to New England Tech for juniors and seniors interested in investigating their programs.

Adjustment Counselor/School Psychologist/8th Grade Counselor: Mrs. Jessica Hurley worked with students through individual and group counseling sessions addressing their special needs and concerns as school adjustment counselor for grades 8 – 12. She also serves as school psychologist conducting all psychological testing and attending all special education team meetings to report the results of these tests. She is also the 8th grade counselor meeting with 8th graders during guidance seminar and on an individual basis as necessary to discuss grades, career choices, etc. The Student Assistance Team is chaired by Mrs. Hurley and consists of staff members seeking ways to assist students in need who are referred for various academic, social and emotional reasons. Mrs. Hurley is the coordinator of the Center for Talented Youth program through John Hopkins in which she determines eligibility through MCAS scored and holds a parent informational meeting including application procedures, etc.

Lastly, she coordinates the application and interview process for our 8th graders interested in Blackstone Valley Regional Technical High School.
New efforts this year included: Signs of Suicide training for staff and with 9th graders included information on depression, etc. Following these meetings, the students identified with needs were split between Mrs. Hurley and Ms. Wilson for follow up meetings and information.

The 2007 senior class graduated 77 students. Eighty-six percent went on to further education with 63% attending four year institutions and 23% going on to two year or technical institutions. Eight percent went into the work force, three percent into the military and three percent remained undecided about their future plans.

This year's seniors at Douglas High School are required to have 114 credits to graduate. Eighty four credits must come from required core courses in the following areas: English – 20 credits, math – 15 credits, science – 10 credits, social sciences – 20 credits, computers – 5 credits, physical education/health - 12 credits, and senior project – 2 credits. The remaining 30 credits required for graduation are accumulated from a diversified list of both core courses and elective courses that meet the student's needs, interests and future educational plans. Students who complete the required courses and proper elective courses in a successful manner will meet the entrance requirements for many four-year, two-year colleges and technical and training schools after graduation.

The minimum passing grade remains at 65. The recommended minimum grade to meet the requirements established by many four-year colleges, including our state colleges and universities is 85. Students must carry six academic courses or the equivalent, plus physical education and health in freshman and sophomore year. Seniors must complete a senior project as part of their graduation requirements.

Students planning to attend four-year colleges and universities are informed of the minimum requirements to be considered for admission. Students are advised to take as many college preparatory courses as possible including Honors and Advanced Placement classes. They are encouraged to register for and take the SAT I test, the ACT test and in some cases the SAT II tests.

Students in the 8th and 10th grades are required to take part in the MCAS testing program. Our scores continue to be favorable and improving according to the state's required AYP. Students requiring assistance in math or English are given the opportunity to take part in a MCAS remedial class to strengthen their skills in these areas. Students in the 8th grade who score in the advanced area qualify to become part of the Johns Hopkins University Center of Talented Youth Program. They are allowed to take the SAT's as 8th graders and many score high enough to be recognized by the CTY program and are invited to forums and programs designed for the talented and gifted student. Last year, 21 students scored in the advanced section and were eligible for the program.

Students in our 8th grade are given the opportunity to meet with representatives from Blackstone Valley Tech. Interested students are then taken on a tour of the school. Students are assisted with the application and interview process.

All students have access to and are taught to access a computer program connected to Collegeboard called MyRoad. This allows our students the opportunity to set up personal portfolios, research careers, colleges and scholarships.

The following is a list of programs or services our department provided for the students at Douglas High School and their parents or guardians:

- Individual and group counseling
- Career and college preparation
- Crisis assessment and intervention
- Coordinated a Student Assistance Team (SAT) to review referrals at least monthly and provide intervention programs for students and/or parents
- Provided parental support services
- Provided list of outside referrals upon request
- Worked with community agencies
- Established linkages with parents and community businesses

- Continued collaboration with the Blackstone Valley Chamber of Commerce Education Foundation School to Career Program
- Coordinated Job Shadow Day for juniors
- Coordinated field trip to Career Fair for sophomores
- Assisted students with course selections
- Provided assistance for students in the following testing programs: PSAT's, SAT's, ACT's, AP exams, John Hopkins Center for Talented Youth program
- Gave AFL/CIO scholarship test
- Selected Hugh O'Brien Youth Leadership, MassStar and START program representatives and alternates
- Assisted in the selection of the Bausch and Lomb Science/Math winner as well as other select awards and programs
- Assisted with the Blackstone Valley Tech application process and interviews
- Provided senior parent nights for application to colleges, financial aid and early college awareness
- Coordinated district wide Internet Safety Night with the D.A.'s office
- Updated the school profile
- Coordinated the Advisor/Advisee Program through May
- Scheduled college representatives to come and speak to students
- Scheduled the Armed Service representatives
- Provided information on college fairs and encouraged students to attend
- Conducted guidance seminar for grades 8, 9 and 10 addressing study skills, career and college research, internet safety, personal, social and academic assistance, etc.
- Scheduled students and staff and collated all MCAS materials by filling out all appropriate paperwork, organizing materials and packaging testing materials for return
- Scheduled students and staff for all MCAS retesting
- Scheduled students and staff for Kaplan's free practice SAT and PSAT testing
- Coordinated information regarding the Kopflik Certificate of Mastery program through the Dept. of Ed.
- Assisted students with application process for the Title I Robert J. Watson Memorial Scholarship
- Assisted in local senior scholarship process
- Attended the fall CollegeBoard Workshop for counselors
- Attended the fall ACT Workshop for counselors
- Attended the fall MASCA workshops
- Attend all Special Education Team meetings
- Coordinated and attended Student Assistance Team meetings
- Established linkage with Student Paths career and college information
- Peer Leadership Co-Advisor/Coordinator
- SADD Co-coordinator
- Coordinated scholarship selection committee
- Coordinated Freshman Return Day
- Initiated ASVAB career testing for juniors
- Coordinated College Fair
- Established Linkage with Grafton Job Corp
- Coordinated SAT testing

Above all, we try to provide the necessary services for student and parents through meetings, phone calls and programs that will enable our students to have a successful and rewarding experience at Douglas High School. We also provide the tools necessary to navigate decisions regarding life after high school through career and college information and preparation. Our department works closely with the teaching staff and administration as well. We continue to look for ways to reach out to our community and improve our department and ourselves. We remain committed to reaching for excellence in the Douglas High School Guidance Department.

DOUGLAS HIGH SCHOOL
2007
GRADUATES

Michael John Aldrich
Nicole Louise Amons
Edward P. Barnes
Kelly Christine Barry
Raymond Marc Begin
Russell Thomas Blaine II
Kylie Star Bleau
Meredith Ann Boulter
Caitlin Marie Brooks
Daniel Tyler Brothers
Andrey Vyacheslavovich Bushin
Brett Richard Cahill
Eric Michael Chizy
Liana Fay Christy
Abigail Rose Connors
Megan Victoria Cullinan
Daniel John Davis
Julie Elizabeth Davis
Patrick Michael Dawes
Michael Angelo Derose IV
Patrick Stephen DeRoy
Alissa Rose Descoteaux
Meaghan Elizabeth Ebbeling
Ashley Eileen Ferraro
Nathan Daniel Berthiaume
John Thomas Fitzpatrick
Paige Nicole Fortier
Christopher Michael Gagnon
Samantha Louise Galvin
Melissa Gontijo
Heather Dawn Gosselin
Matthew Scott Greenslit
Joshua Anthony Haan
Richard John Hamel
Robert Joseph Haringa
Tarah Maria Havalotti
Timothy Jacob Horton
Adria Ellis Houle
Pamela Michelle Jones
Michael Lafleur-Gray
Ryan John Leverone
Jordan Elizabeth Mackin
Adam Parker Makani
Tyler Earl Mathews
Jesse John Menard
Lauren Marie Migliacci
Christina Ashley Newell
Amanda Jean O'Donnell
Joshua Matthew Pisarczyk
Benjamin B. Pittsley
Richard Alan Plaza, Jr.
Brian Keith Poudrier, Jr.
Allyson Avery Rennell
Aaron M. Rivard
Denys A. Rodriguez
Kathryn Lee Roy
Andrew Todd Ruskowski
Ashley Lyn Sampson
Jennifer Isaura Sanches
Jonathan Scott Shenian, Jr.
Erin Jeannine Shirley
Richard Paul Skowronski, III
Travis Michael Small
Kristen Elise Smith
Tayler Maurice Smith
Michael David St. Pierre
Jordan Daniel Stolle
StevenWayne Stordy
Jane-marie Elizabeth Thayer-Dowden
Megan Elizabeth Theriault
Victoria Noel Ursch
Joshua Aaron Valanzola
Briana Lea Villemaire
Daniel Peter Viveiros
Alison Grace Wentworth
Elizabeth RiAnne White
Brian Patrick Yacino

BLACKSTONE VALLEY
VOCATIONAL REGIONAL SCHOOL DISTRICT

Reaching for a Successful Future

Your Blackstone Valley Vocational Technical Regional School District prepares students for successful careers in tomorrow's increasingly complex global marketplace.

Focusing primarily on long-term student success, the staff, faculty, administration and School Committee strive to provide an educational experience that suits each student's developing strengths.

Valley Tech students learn that change is imminent and their ability to adapt is indispensable to their success. Valley Tech keeps learning vibrant and students inspired in an environmentally friendly and safe atmosphere.

This report documents for our many exceptionally generous stakeholders the results of their Fiscal Year 2007 (July 1, 2006 – June 30, 2007) investment.

The Valley Tech Regional District comprises 13 member communities, and each is entitled to receive the highest levels of student success. This report confirms that students consistently achieve remarkable results in classrooms, technical laboratories, and on playing fields. Most importantly, this

student success enhances their own career prospects and benefits the communities that Valley Tech serves.

This report spells out some ways that we help each student reach for a successful future.

Our Mission

To provide, in a safe learning environment, integrated academic and vocational technical skills, empowering each student to achieve world-class educational excellence, diverse career opportunities, and individual success in an ever-changing global society.

Our District

Blackstone Valley Regional Vocational Technical High School, based in Upton, proudly serves the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton and Uxbridge.

A Letter From the Superintendent-Director

Now after 14 years serving as Superintendent-Director of the Blackstone Valley Vocational Regional School District, it remains a privilege to witness unprecedented growth, amazing accomplishments by our staff and students, and an ever-increasing sense of pride throughout the Valley Tech region.

Noteworthy among many Fiscal Year 2007 highlights were:

- Receiving a highly favorable report of a five-year focused review from a New England Association of Schools and Colleges visiting team;
- Earning a Pacesetter School distinction by the national *High Schools That Work* network, which is overseen by the Southern Regional Education Board;
- Gaining designation as a Business Leader for Energy Efficiency by Northeast Energy Efficiency Partnerships;
- Ranking sixth in graduation rate among more than 300 Massachusetts public high schools; and
- Serving as the sole host school for the SkillsUSA Massachusetts state championships, an Olympic-style event for vocational technical students.

The following pages detail these and other successes. Valley Tech serviced nearly 1,000 students, the largest enrollment in the school's 41-year history and an increase of 8 percent over FY06. Our ability to accommodate an expanding student body was made possible by the recent expansion and renovation of our campus and thanks to continuous operating budget support from our district member municipalities. The District does its utmost to reduce assessments and doggedly pursues, through research and inquiry, any non-taxpayer funds available to enhance and advance student learning.

Our graduates must compete in today's technically sophisticated and globalized economy, and we must deliver intense training and rigorous academic preparation that puts them on a pathway to success.

Best regards,

Dr. Michael F. Fitzpatrick
Superintendent-Director

Valley Tech Among the Nation's Best

The consistent level of high achievement by Valley Tech students earned our recognition as a *High Schools That Work* Pacesetter School for 2007-2010. Only 20 American high schools and three in Massachusetts were awarded that distinction.

More than 1,100 high schools from 32 states participate in the HSTW school improvement initiative. For the past several years, Valley Tech participated actively in the national network and the system's staff have regularly presented during national conferences. Valley Tech was the subject of a featured Case Study in a publication by the Southern Regional Education Board (SREB), which oversees the HSTW enterprise.

Dr. Gene Bottoms, Senior Vice President of the SREB and founder of HSTW, observed that "Valley Tech has shown what can be accomplished to raise student achievement by deeply implementing the *High Schools That Work* model for strengthening curriculum and instruction. The school illustrates the spirit of change and the gains in performance that *High Schools That Work* advocates and supports through assessment, staff development and technical assistance."

HSTW was founded on the conviction that most students can master rigorous academic and career/technical studies when school leaders and teachers create an environment that motivates students to make the effort to succeed. Research shows that schools adopting and implementing the goals, key practices and key conditions of HSTW see sustained improvement and higher levels of student achievement than schools that don't.

In presenting the award, SREB President Dave Spence praised Valley Tech for preparing students for post-secondary education and careers in today's highly competitive workforce. Valley Tech met a variety of criteria in addition to implementing the HSTW design. The Pacesetter award confirms that we teach students a rigorous curriculum linked to a specified program of study, produce high completion and achievement rates in HSTW assessments, and meet the state Adequate Yearly Progress associated with the federal No Child Left Behind Act.

The Pacesetter acknowledgement follows Valley Tech's recognition as a 2005 Vanguard Model School by Massachusetts Insight Education, a 2004 National School Change Award winner by Fordham University, and two other national awards in 2004 from the American Association of School Administrators.

NEASC Review Compliments Valley Tech

In January, Valley Tech underwent a sweeping five-year examination by a New England Association of Schools & Colleges, Inc. visiting committee.

The Commission on Technical and Career Institutions of NEASC scrutinized the committee's findings and formally voted to continue accreditation, after confirming that Valley Tech complied with all standards. Valley Tech's next 10-year evaluation is slated for 2012.

Among the committee's commendations:

- Completion, in January 2006, of the $36 million renovation of 200,000 square feet and expansion of more than 80,000 square feet.
- Completion of 91 percent of the recommendations in the 2002 10-year report.
- Introduction of three vocational technical programs – Cosmetology, Dental Assisting, and Information Technology – each with the state Department of Education's full approval.
- Consistent high performance in the Massachusetts Comprehensive Assessment System testing.

- Operating school year totaling 193 student contact days, 13 teaching days longer than required to successfully respond to the complex skills needed by industry; and

- Instituting both written and practical COPS (Certification of Occupational Proficiencies) in all vocational-technical areas.

The committee also found "the students exceedingly positive in their attitude toward their school community, their teachers, their programs, school accomplishments, and focused in their mission. Students overwhelmingly expressed how safe and respected they felt" at Valley Tech and that the school is "clearly a source of pride not only to the staff and students in attendance, but the entire school community."

Energy Efficiency Progress Earns Praise

Numerous high-performance, renewable and energy efficient features stand out in our expansion and renovation. Those initiatives earned Valley Tech designation as a Massachusetts Green School by the Massachusetts Technology Collaborative. The efficiency measures led to Valley Tech's recognition as a Business Leader for Energy Efficiency by Northeast Energy Efficiency Partnerships at the 2007 Northeast Energy Efficiency Summit, in Providence, RI.

The use of solar panels, natural light tubes, occupancy sensors, high tech boilers, advanced ventilation systems, and water saving equipment are instrumental in saving stakeholders tens of thousands of dollars a year in energy costs. Valley Tech's commitment to energy savings prompted National Grid to nominate the school for the NEEP award.

NEEP Executive Director Susan Coakley declared it "an honor and a privilege to recognize Blackstone Valley Regional Vocational Technical High School and National Grid for their commitments to energy efficiency. Blackstone Valley Tech is a great example of the best practices in energy efficiency that can help organizations achieve competitive advantages across a variety of industries."

All eight of the honorees for the award were nominated by their utility company or energy efficiency program administrator. Valley Tech was one of three Massachusetts businesses, with Pfizer Inc., in Cambridge, and Trinity Financial, in Boston, to receive the award.

Robert McLaren, National Grid regional president for Electricity Distribution, stated that "National Grid is proud to have worked with Blackstone Valley Tech to reduce energy use in the school by implementing our award-winning energy efficiency programs. We worked closely with Blackstone Valley to provide the technical assistance and funding that allowed these innovative projects to become a reality. We applaud the school's commitment to saving energy and its leadership in advancing energy efficiency."

In June, a contingent from Conserve Nova Scotia, which is a Canadian provincial government agency responsible for assisting residents, businesses, industry, and the transportation sector with energy efficiency and conservation, toured the school. Included in the Conserve Nova Scotia's visiting group were Heather Foley Melvin, President and CEO, and Allan Crandlemire, Executive Director.

Information on Valley Tech's energy savings and ways the school uses the new technologies as part of the curriculum for some of its vocational technical programs was provided by National Grid Program Analyst Tom Coughlin and National Grid Key Account Manager Michael Peterson. Mr. Peterson also serves as Chairman of the Valley Tech School Committee.

Renewable Energy Grant Aids Exploration

As natural resources dwindle, one of the fastest growing industries in the world is renewable energy. The Massachusetts Department of Education awarded Valley Tech a $50,000 Vocational Technical Education Renewable Energy Curriculum Project grant.

Valley Tech's Renewable Energy Team, spearheaded by HVAC/R Team Leader Tom Belland, was asked to develop a curriculum and instruction model that integrates renewable energy theory and concepts with standards from applicable state frameworks.

The team, with participation from Valley Tech students, diligently explored energy conservation methods, solar power, and alternative fuels such as biodiesel.

As part of one of Valley Tech's Across the Curriculum initiatives, the staff and students held a day-long Energy Expo where alternative energy companies demonstrated their products. On display were several hybrid vehicles, and fuel efficient heating and ventilation systems were shown. All Valley Tech students attended the Expo and, as part of the project, were required to seek the answers to questions developed by the Renewable Energy Team.

BVT Proudly Hosts State Championships

SkillsUSA Massachusetts, which is the largest educational organization in New England, appointed Valley Tech the sole host of its annual state championships, which were part of the state conference based in Marlborough.

More than 600 of the most talented and knowledgeable students from across the Commonwealth competed here in 50 vocational-technical trade and employment contests. It was the first time in SkillsUSA's 33-year history in Massachusetts that one school served as host. Valley Tech received noteworthy assistance from the Upton Highway Department. Hundreds of judges and event managers coordinated the full-demonstration contests, which were witnessed by hundreds of other visitors.

The annual Olympic-style event was made possible by more than $1 million in non-tax support and donations from businesses and industry throughout Massachusetts and beyond.

The winners moved on to the SkillsUSA National Leadership and Skills Conference, in Kansas City, MO. Valley Tech's Christine Langelier, of Bellingham, captured the state gold medal in Food & Beverage Service and went on to win a silver medal at the national competition. The all-sophomore three-student team in Community Service -- Lindsay Melanson, of Milford, Brittany Daniels, of Mendon, and Justina D'Amato, of Uxbridge -- secured a state gold medal and finished in the top 20 nationally. Kari Robinson, of Mendon, won the gold medal at the state competition in First Aid/CPR. Earlier in the school year she was named Valley Tech's recipient of the Massachusetts Association of School Superintendents Award of Academic Excellence. She plans to pursue a career in nursing at Boston College.

SkillsUSA Massachusetts has more than 18,500 members and is the second largest SkillsUSA chapter in the country. A state contingent of more than 160 students and faculty members participated in the national conference this year.

Valley Tech Students Display Talents

The Class of 2007 continued a commendable trend by becoming the fourth straight from the school to post 100 percent passage of the Massachusetts Comprehensive Assessment System tests in English Language Arts and Mathematics. The students also participated in the Commonwealth's new COPS (Certificate of Occupational Proficiency) written exams, which are the vocational technical equivalent of the MCAS. Valley Tech staff also designed, developed, and administered our own written and skill demonstration tests.

Forty-one members of the Class of 2007 were eligible for the Commonwealth's John and Abigail Adams Scholarships, owing to their achievement on the sophomore year MCAS exams. The scholarship entitles them to free tuition at state colleges, universities and community colleges. More than 60 percent of the Class of 2007 decided to pursue post-secondary education.

By demonstrating high levels of scholarship, service, leadership, and character, 27 students were inducted into the James S. Mullaney Chapter of the National Honor Society.

Consistent with a school-wide initiative promoting a healthy lifestyle, the students in the Health Services and Dental Assisting programs hosted a Healthy Heart expo in the school's cafeteria annex. Supported by other vocational-technical programs, the expo clearly demonstrated the damage that unhealthy habits can impose on the human body. The Across The Curriculum learning initiative also

included a heart healthy recipe contest. Recipe finalists were prepared by the recipe writer and a student from Culinary Arts, then judged by a panel to determine the winner.

The Valley Tech Student Council hosted a Massachusetts Association of Student Councils district conference. Hundreds of Student Council members from Central Massachusetts attended the conference, which featured workshops, leadership building seminars, and motivational speakers. Later in the year, Valley Tech's Student Council earned plaudits as one of the best chapters in the state.

The Valley Tech robotics team once again hosted its annual FIRST Lego League tournament, drawing a record crowd of more than 60 teams of potential engineers, ages 9-14, from throughout the Northeast. The competitors design, build, and program robots made of Legos to perform complicated tasks in a game that takes place on a ping-pong table-sized playing surface. Each year, the theme of the competition and the game are changed.

Throughout the school year, Valley Tech students and staff learned in and completed more than 730 projects or tasks saving money for the school district and stakeholder towns and residents. Students either complete the work here or travel to project sites. A few examples: Electrical students wiring research outposts along the Blackstone and Mumford Rivers for the United States Geological Survey; Painting and Design students designing and painting a wall mural at the Rockdale House Apartments, in Northbridge; Carpentry students building a storage shed for the Milford Public Schools; Health Services students working at various local nursing homes; and Dental Assisting students traveling to pre-school and elementary schools to teach youngsters proper dental care. The projects provided a total return to the District of more than $330,000.

More Valley Tech Highlights

The 13th annual Superintendent's Dinner once again drew more than 250 guests, this year to enjoy an evening in the Orient. The Culinary Arts students planned and prepared the gourmet dinner, which is organized and served under the direction of Team Leader Michele LeBlanc and Instructors Matthew Williams, James Bird, and Dawn Haigis. An enormous amount of work is also delivered by Painting and Design Technologies, Carpentry, Electronics, and HVAC/R.

The Valley Tech athletics program enjoyed one of its most successful years. Beaver teams combined to win 70 percent of their regular season contests, and the fall season was highlighted by six squads bringing home the regular season Colonial Athletic League title in their respective sports. Student participation continues to soar and 10 teams qualified for the Massachusetts Interscholastic Athletic Association state tournaments, including the girls soccer team, which won its first District tourney game in the program's history.

CLASS OF 2007: Valley Tech's Class of 2007 included the following graduates from Douglas (listed alphabetically by name with vocational-technical area of study. NHS indicates National Honor Society.): Eric Raymond Badeau, Maintenance Repair Service; Timothy Michael Bombara, Auto Technology; Kyle Richard Carter, HVAC/R; Kelsey Leigh Costanza, Drafting (NHS); Anais S Dakin, Business Technology (NHS); Tyler Nicholas Daras, Auto Technology (NHS); Chantal Marie Dion, Business Technology (NHS); Jarred Raymond Gould, Culinary Arts; Jacob William Hart, Auto Technology; Kimberly Christine Kollett, Health Services; Michael Dan-Thomas LaBonne, Graphic Communications; Justin Patrick Ledoux, Manufacturing Technologies; Morgan Hannah Lee, Drafting; Nicole Arlene Lyons, Health Services; Heather Rae Macchi, Graphic Communications; David Peter Malo, Auto Body; Christopher Edmund Marchand, Auto Body; Chad Michael Morin, Auto Technology; Melissa Rose Naughton, Graphic Communications; Andrea Lynn Richard, Health Services; Leannea Marie Richards, Business Technology; Matthew David Richards, Manufacturing Technologies; Randy Layton Smith, Electrical; Gary Dennis Soderman, II, Plumbing.

Numbers Show Success

The FY07 total operating budget for the District was $15,700,423. Chapter 70 Aid contributed $5,972,403 and Minimum Contribution requirements from the 13 member towns totaled $5,661,661.

In the operation portion of the budget, but outside DOE Net School Spending areas, the District budgeted $831,647 for transportation costs, $3,552 for acquisition of fixed assets, and $564,821 for

retiree medical coverage. This was offset by $692,241 in regional student transportation funds received from the state. In addition to their state-required Minimum Contributions, the member towns supported the school's operating budget with shared assessments for operations, student transportation, asset acquisition, and retiree medical. This investment provided the fiscal support to respond to the diverse learning needs of a student population that grew by 8 percent.

Giving consideration to the overall municipal fiscal constraints and the state's economic status, the District continues to search out greater efficiency in its staffing patterns, supply purchases, technology and other contractual service requirements. Because of these prudent budget management practices, the District had the ability to provide needed resources from unreserved fund balance in the amount of $280,000 to offset the towns' actual assessments. Additionally, the District secured funds to purchase vocational equipment and other fixed assets through private donations totaling $55,500.

Researching and Earning Grants/Awards/Rebates

Throughout the past decade, we have made it a mission to aggressively pursue grants, donations, and alternative sources of income for both the District and our member communities.

Remarkably, in the past 13 years, Valley Tech has secured nearly $11 million in non-taxpayer funds. Those dollars reduce member town assessments and enable Valley Tech to offer special programs, services and opportunities. Grants secured during this cycle:

Academic Support Services	$11,900
BVCC - "Heart Healthy Horizons"	$2,500
BVCC - "Manufacturing with Mastercam"	$5,000
CS² (Communities and Schools for Success)	$20,500
PEP Grant	$169,098
Perkins Occupational Ed./Vocational Skills	$177,957
SPED Entitlement	$231,688
SPED Program Improvement	$8,030
Title I	$63,691
Title II Educator Quality	$23,482
Title II Technology	$944
Title IV Safe & Drug Free	$3,362
Title V	$1,091
Vocational-Technical Education in Renewable Energy Project	$50,000
Valley Tech Ed. Foundation Mini-Grants: *SkillsUSA, Project Smile, Aviation Club, Ice Blocks, Reality Works, First Lego, Tech Awareness*	$6,954
SUB TOTAL:	**$776,197**
OTHER GRANT AWARDS	
Department of Public Health (passed through Milford Regional Medical Center)	$21,000
School-Based Health Center/Milford Regional Medical Center	$32,187
D.O.E. Foundation Reserve Awards*	$230,000
SUB TOTAL:	**$283,187**
TOTAL:	**$1,059,384**

* Chapter 70 "Pothole Funds" awarded to eligible District member towns

New Members Join School Committee

The 13 dedicated individuals who make up the Blackstone Valley Vocational Regional District School Committee provide leadership and expertise in overseeing the District's operations. In the FY07 elections for four-year terms, 10 incumbents were re-elected.

E. Kevin Harvey of Bellingham chose not to seek re-election to the Committee. Mr. Harvey served the District with distinction for nearly 22 years, three times serving as chairman for a total of 10 years. Joseph M. Hall was elected to replace Mr. Harvey. Paul M. Yanovitch was elected to represent the Town of Hopedale, replacing Robert S. Metcalf, who served a four-year term. Due to a relocation within the District, Northbridge representative Joan A. Gautreau resigned from the Committee in July. Neal Mitchell served for three months as interim representative. In a process defined by the District's

regional agreement, the Northbridge Board of Selectmen and School Committee jointly appointed Jeff T. Koopman to a two-year term.

The Committee's combined industry-based experience and advice is unquestionably a valuable District asset as we prepare students for their individual career success in an ever-changing, competitively-charged global economy.

Michael D. Peterson, Mendon
Chairman
Gerald M. Finn, Millville
Vice Chairman
Daniel L. Baker, Uxbridge
Secretary
Arthur E. Morin, Jr., Milford
Assistant Treasurer

Joseph M. Hall, Bellingham
William J. Pontes, Blackstone
John C. Lavin, III, Douglas
Anthony M. Yitts, Grafton
Paul M. Yanovitch, Hopedale
Chester P. Hanratty, Jr., Millbury
Jeff T. Koopman, Northbridge
Mitchell A. Intinarelli, Sutton
Kenneth M. Pedersen, Jr., Upton

Dr. Michael F. Fitzpatrick
Superintendent-Director

Barbara Auger
District Treasurer

Blackstone Valley Vocational Regional School District
65 Pleasant St.
Upton, MA 01568-1499
(508) 529-7758
www.valleytech.k12.ma.us

PUBLIC SERVICE



SENIOR CENTER

The Douglas Senior Center and Council on Aging strive to provide information, education, and enriching social interaction for seniors of the community. The programs that are offered are designed to meet the needs of the seniors in the community. The programs enable seniors the opportunity to get together and stay active. We provide seniors with access to information on ways to stay health and live longer. These resources enable seniors to live healthier lives and remain at home as long as possible.

The Outreach program is a key service the Center offers. Many of our seniors are living longer and staying in their homes. Because of this many seniors and their families need assistance and services to make remaining at home possible. This program allows ways for homebound seniors to remain active and part of the community, As well as provides the family with a link to elder services and care. The Outreach program is able to provide services and programs that are directed geared for the homebound.

We are a source of information and referral for seniors and their families. We provide information on a variety of senior assistance programs and seniors resources. By working with seniors and their families we are able to provide a connection to information that allows seniors to live longer and healthier lives the information and resources that are provided allow seniors and their families to obtain services that will work for them to accommodate their needs.

Douglas /Sutton Senior Van
The Senior Van is on the road. The Van will provide transportation to destinations that SCM Elder bus does not. This van is a supplement service and is unable to provide transportation to the service areas that Elder bus covers. The van is for the use of all senior and disabled individuals in the towns of Douglas and Sutton. The van is available Monday thru Thursday, 9:30-12:30 AM. All ride reservation must be made 48 (business) hours a head of time. A Van Policy and Procedure form must be completed prior to the reservation. All reservation can be made by calling The Sutton Senior Center 508-234-0703. The Douglas Senior Center will not be taking ride reservations. Policy and Procedure forms are available at both Senior Centers. Thank You to all who have supported this program. We are very grateful to have the van available Seniors in Douglas and Sutton.

The Senior Center is able to provide a wide variety of information on many senior issues from Healthcare to Van service. If you need assistance of any kind, do not hesitate to call.

Sample of Programs The Senior Center Offers:

Ask the Pharmacist
Bi monthly Birthday parties
Bingo
Book Club
Card Groups
Ceramics
Crocheting Class
Cultural Council sponsored Music programs
Fuel and Food assistance
Health and wellness programs
Hearing and Vision programs
Lunch Club
Osteo Stress Exercise
Outreach programs
Painting class
Podiatry Clinic
Specialized program
Tai Chi
Tax preparation assistance

Respectfully submitted,

Alyssa Graveson, Director



VETERANS' SERVICES

The Veterans' Services Department is a mandated position in the Commonwealth of Massachusetts. Any city or town with a population of 12,000 or more is required to have a full-time Veterans' Services Officer (VSO). The primary duty is to assist veterans and their dependants in applying for state and federal veterans benefits. This year because of a more robust outreach initiative, more veterans/dependants are seeking the aid of State Veterans Benefits (M.G.L. Chapter 115). These benefits can be applied for confidentially with the VSO. Benefits can include reimbursement of out-of-pocket medical expenses and fuel assistance.

The Welcome Home Bonus for active duty personnel and veterans of the Global War on Terrorism is an underutilized benefit. Those eligible should contact the VSO to apply for this tax-free bonus.

Many veterans continue to take advantage of VA Healthcare benefits. Enrollment forms are available at my office. In many cases, free transportation to the VA Medical Center can be arranged. Veterans are finding they will save on prescription costs. Military Discharge Form DD214 is the document necessary to obtain any veterans' benefits. If you have lost or misplaced yours, I should be able to obtain a copy for you.

During calendar year 2007, $18,707.31 in benefits was disbursed for Douglas veterans/dependants, an increase of $10,186.05 over the previous year. The Commonwealth reimburses 75% of authorized benefits to the town.

This year, the Veterans' Services office moved to a new and better location. This is a result of many dedicated hours of work done by a relatively low number of volunteers. With a combination of donations of materials and professional services as well as donated labor, I was able to move into the new Veterans' Services is located at 875 Hill Street in Whitinsville. The construction was done at no cost to any of the towns served by this office. I have received an untold number of compliments on how much more appropriate and dignified this location is. The telephone/fax number remains 508-234-9808.

As always, Veterans' Services looks forward to assist veterans and/or their dependents. Please call with any veteran concerns.

Respectfully submitted,

Ken Trajanowski
Veterans' Services Director

SIMON FAIRFIELD PUBLIC LIBRARY

Trustees:	
Betsy Dudley Youngsma	Chairman
Joe Biagioni*	Vice Chairman
Elliott G. Chesebrough*	Secretary
Ramona Lachapelle*	Treasurer
Barbara Gjeltema*	
Betty R. Holden*	
Merritt "Pete" Tetreault	
Tess Cooney	

(*Denotes life member)

Honorary Life Members:

Margaret S. Carrick
William Baron
Jack Sughrue
William Wallis Jr.
David R. Manning
Sue S. Cave
Lena Quinn
Lilian Cencak

Hours Open:	
Monday	10:00 – 5:00
Tuesday	11:00 - 8:00
Wednesday	10:00 – 5:00
Thursday	11:00 – 8:00
Saturday	9:00 – 1:00

Website:

Douglaspubliclibrary.org

Staff:	
Ann D. Carlsson	Library Director
Debbie Soderman	Children's Librarian
Maryellen Aubin	Circulation Librarian
Gail Bowen	Library Assistant
Josh Tetreau	Library Assistant
	Library Page
Sarah Kate Sherwood	Library Page

Circulation Statistics:	2006	2007
Book	187	130
Fiction	2504	4237
Juv. Fiction	1676	1953
Juv. Non Fic	1745	2147
Non Fiction	1366	2088
Periodical	1421	1921
Reference	1	67
Juv Fic HC	6	9
Juv NF HC	16	11
Juv Picture	4671	5971
YA Fic	151	387
YA NF	13	103
Juv Mag	81	58
Biography	26	77
CD	659	1566
Passes	1092	1176
CD Rom	31	22
VHS	808	755
Book on tape	212	215
DVD	2320	8035
Book on CD	304	780
Juv deposit	36	
e-book	1	
Playaway		38
Default	3	40
TOTAL	**19330**	**31787**

This past year, the Library experienced a sustained and marked growth in circulation. In 2006, the Library circulated 19,330 items. In 2007, the Library circulated 31,787 items; a 64% increase. This comes, in large part, to our membership in the CWMARS network (Central Western Massachusetts Automated Resource Sharing). Twice, we were recognized in the region as a library with the largest increase in circulation of materials to other libraries. Because of this, we now receive regional deliveries four times a week, up from twice a week. Patrons owning a CWMARS library card have access to materials at most libraries throughout Massachusetts, as all member libraries have agreed to pool resources and share their holdings. Patrons can search online for any book, magazine, DVD, CD, audio book, etc. and place a hold on that item and have it delivered to the Douglas Library. Our four deliveries a week greatly shorten the wait for requested materials. In addition to traditional library materials, patrons with a CWMARS card have access to full text magazine and newspaper articles in the online databases; e-books and downloadable audio books.

This past year, the Library instituted and expanded several services to meet growing demands of the community. We bring books to the Douglas Senior Center for citizens to borrow and return. We offer a free delivery service to people who are unable to physically come into the Library. All that is needed is a phone call requesting this service. The Library now owns two lap-top computers for patrons to borrow in-house when the desk-top computers are in use. Free High-Speed Wireless Internet service is now available throughout the Library. Patrons can borrow a Library Lap-top or bring their own to use. The library also significantly expanded its music CD collection and its DVD collection. Current and popular old music is purchased on a regular basis. As well, all current movies available on DVD are added to our collection can now be borrowed for a one week period. We allow unlimited CDs out on a card and up to three DVDs out on a card. Free or discount passes are available to Mystic Aquarium, Roger Williams Zoo, Southwick's Animal Farm and Tower Hill Botanical Gardens. These were made possible by a generous donation from UNIBANK for Savings.

Programming continues to grow at the Library. Debbie Soderman, our Children's Librarian works tirelessly developing new programs for children. Story hours are held in the Winter, Spring, Summer and Fall for ages 18 months to 7 years. We also offer a YA Readers Club for ages 8-11. Additionally, we sponsor a Summer Reading Program for six weeks. This past Summer, over 162 kids registered our Summer Program. We would like to thank the following area businesses and individuals who gave in support of the Summer Reading Program: X-tra Mart, Breezy Picnic Grounds and Waterslides, Bangma's Farm, Tina and Debra Soderman, Sandy Stopyra, Douglas House of Pizza, The Big E, Harry's Famous Pizza, The Picket Fence, Gregory's Restaurant and Pizzaria. Once a month, we host a performer or storyteller as a special family-oriented program. This past year we had: Shadow Puppets; Eyes on Owls; Having Fun with Fossils and Dinosaurs; Rainforest Animals; Sparky Davis Puppets; Jungle Encounters; Davis Bates and Roger Tincknell Storytellers; Vick and Sticks Comedy Show; Magic for Muggles; Ed the Wizard Reading is Magic; Big Ryan Storyteller; and Henry the Juggler. These programs were sponsored by a grant from Beginning Years Family Network and a donation from UNIBANK for Savings. In December, the Library hosts its annual Holiday Open House with a visit from Santa, ornament workshop for kids, recipe swap and holiday treats.

For adults, the Library holds a monthly adult book club on the second Tuesday of every month at 6:30pm. New members are always welcome. Every Tuesday at 6:30 a knitters group gets together at the Library. This past year there were other adult programs including: Massage Program; How to Sell on Ebay; Pastel Painting Workshop; Beading Workshop, and Raising Financially Responsible Kids. The Library is used by Homeschoolers; Girls Scouts and Brownies for meetings and play groups.

Building issues continue to be a priority for the Trustees. The board had Mr. Robert Farley design a handicapped access plan with provisions to use all available space in the Library for collections and programs, without a major expansion of the existing facility. In the coming year, the board will be meeting with Capital Planning, Selectmen, and other committees to discuss these plans.

This coming year, the Library will launch a new and improved website. I wrote and received a Preservation Survey Grant from the Massachusetts Board of Library Commissioners. This grant will make it possible to hire an expert from the Northeast Document Conservation Center to assess the historically significant materials in the Library and outline a plan for conservation. This will then make the Library eligible to apply for future grants relating to historical preservation. We are committed to preserving the past while embracing future trends and technologies. We look forward to expanding programs and services in the coming year in response to growing demands of our community.

Respectfully Submitted;

Ann D. Carlsson
Library Director

CABLE ADVISORY COMMITTEE

The Cable Advisory Committee is appointed by the Board of Selectmen to advise them on issues regarding Cable Television and provides oversight for the programming on the Public, Educational and Government channels (Channels 11, 12 and 13)

This year, the Committee moved forward creating policies to guide the programming process. The focus this year was on increasing the recording of meetings of the many local boards and committees.

Policies discussed and passed dealt with the contacting of committees regarding the intent for meetings to be recorded and broadcast. The time and frequency of airing these meetings was also addressed.

In order to accommodate the increase in the number of meetings to be recorded, the Committee hired a number of persons who were trained to use the recording equipment.

The Committee continued to offer Video Training Classes and had very successful classes in both the spring and summer.

Our equipment budget allowed for the additional camera for the meetings recorded in the Community Room. In addition, we added a third camera to capture all the participants in meetings in the Resource Room. We added an additional computer to make possible the digitization of these meetings so that they could be easily made available on-line.

The Committee continues to look for ways to allow residents to better understand and view the processes of local government by making these meetings more accessible.

We are always open to comments and suggestions regarding the programming on Channel 11 and 12, as well as comments or complaints about the service from Charter Communications. The Cable Advisory Committee is an advisory committee to the Board of Selectmen which is the licensing authority with the cable provider. Cable Advisory Committee funding comes from Charter Communications as stipulated in the licensing agreement with the Town.

The Cable Committee can be reached at cable@douglasma.org or at 508-476-4000, ext. 122.

Respectfully submitted,

Cable Advisory Committee
Thomas M. Devlin, Jr., Chairman
Mitch Cohen, Vice Chair
Eben Chesebrough
Carol Field
Fred Fontaine
Richard Preston
Mark Willand

MOSES WALLIS DEVISE

To the Selectmen and Residents of the Town of Douglas,

Income to the Devise consisted of interest earned on monies deposited in UniBank. These funds earned an APY of 4.137% in 2007, earning a total of $2,075.34 in interest for the year.

In addition two payments from the Superior Court of Worcester Probation Office were received and applied as required. These two payments totaled $580 reducing the accounts receivable balance to $3,451.60.

The Agent charges herself with amounts due the Devise December 31, 2007 as follows:

Devise Accounting January 1, 2007 - December 31, 2007

UniBank Account Balance 12/31/2006		50,160.65
UniBank - Interest earned FY 2007		2,075.34
Accounts Receivable Balance 12/31/2006	4,031.60	
6/11/2007 Fourth payment received on court ordered restitution of embezzled funds	-190.00	190.00
11/29/2007 Fifth payment received on court ordered restitution of embezzled funds	-390.00	390.00
	3,451.60	52,815.99

Account Values in Devise as of December 31, 2007

UniBank	52,815.99
Accounts Receivable	3,451.60
Devise Value 12/31/2007	**56,267.59**

Disposition of Funds in Devise as of December 31, 2007

Due from Accounts Receivable	3,451.60	
UniBank For Savings		52,815.99
Funds Available to Town of Douglas		-25,313.56
Amount to be kept Permanent		**27,502.43**

Respectfully Submitted,

Betty A. Therrien, Agent
Devise of Moses Wallis

CULTURE
&
RECREATION



LOCAL CULTURAL COUNCIL

The Massachusetts Cultural Council (MCC), through its network of local cultural councils, is the central agency providing funding for the arts, humanities, and interpretive sciences in the Commonwealth. The MCC receives its funding from an annual appropriation from the Commonwealth, the National Endowment for the Arts, and donations from public and private sources. Local cultural councils (LCC) are located in nearly every city and town and are comprised of volunteers that are appointed by the community's chief elected official.

Each LCC uses the funds it receives from the MCC to support projects they approve during the annual grant cycle. Grant applications are due to the LCC by October 15 each year. The LCC reviews all applications and decides which projects will be approved and funded.

This year, the Douglas LCC received a $4000.00 appropriation that was used to fund ten projects including art workshops, musical programs, library programs, senior center activities and Octoberfest entertainment. The Douglas LCC worked very hard to select a wide variety of events and activities that would touch most age groups within the community.

If you are interested in bringing cultural activities to our community, please consider joining the Douglas LCC. The more diverse the membership, the better the LCC can serve our community. You may pick up an application from the office of the Board of Selectmen.

Respectfully submitted,

Susan Leuci, Chair

OCTOBERFEST

What better way for the people Douglas to bond as a community than to gather together with friends for a day of celebration and fun. Octoberfest draws more people to the area than any other local event.

The Douglas Octoberfest continues to be a huge success and the 2007 event was by far the best yet. The experienced veteran committee continues to plan, organize, and execute the best fall festival in the Blackstone Valley region, with local media offering high praise to the selection and diversity of the activities and entertainment offered.

For the third year in a row the weather was with us. A seasonably warm sunny Saturday saw busy vendors lining both sides of Main Street offering crafts, food, games, and unique displays that kept the crowds occupied until dusk. Each year this event is attended by thousands who have permanently marked Douglas on their event calendar.

Rides and games were a central point again this year as they were prominently displayed on the church lawn allowing easy access by families with small children. The Huge Slide, moonwalk, train,

and obstacle course are always a great hit with our younger citizens. The cash cube is still a favorite and there were some wonderful and generous certificates and prizes to be won.

There was entertainment through out the day ranging from singers, bands, chorus, dance routines, cheerleaders, and a mime. Special recognition must be given to the Douglas Cultural Council for continuing to provide grants to make some of these acts possible. The Douglas High School Band, as always, provided an outstanding performance on Main Street.

The committee would like to thank everyone who helped to make this successful year. We specifically thank all our local merchants, contractors, business offices and everyone else who donated time, goods and services. Without these donations, the Octoberfest would not be the success it has been in the past and we hope it will continue to be in the future.

Octoberfest 2008 is being planned for Saturday, October 4, 2008. As always, we welcome any comments, suggestions, or ideas that could enhance the next Octoberfest. Anyone interested in participating can contact the committee through the town hall.

The Douglas Octoberfest Committee would like to thank everyone in advance for this years help in creating yet another successful Octoberfest. The committee needs more volunteers to help manage the growth of this event in order for its continued success.

Respectfully submitted;

The Octoberfest Committee

SKATE PARK BUILDING COMMITTEE

The Douglas Skate Park Committee was organized in 2002 by a group of citizens who were motivated to construct a safe place for our youth to skate. The Skate Park Committee's original goals were to research site location, design, safety, fundraising and grants.

In June of 2007 the school committee granted us permission to construct the park in the lower parking lot of Intermediate School. With the support of our town officials, recreation committee and the school committee we will be begin the construction of the park April 21, 2008.

The goal for the Douglas Skate Park Building Committee in the next year is to continue fundraising and complete construction of the park. With the help of our community we will be able to reach our goals and provide our youth with a safe place to skate.

Our committee members are as follows: Co-Chairwoman-Suzanne Gagnon, Co-Chairwoman and Treasurer-Pam Mort, Secretary- Jennifer Furno, Andrea Cutting, Dave Cheney, Chris Cheney and Jessica Millward.

Respectfully submitted,

Pam Mort- Co-Chair

GLOSSARY



GLOSSARY OF DEPARTMENTS, BOARDS & COMMITTEES

ANIMAL CONTROL OFFICER: Responsible for responding to complaints ranging from nuisance dog barking to lost or injured animals. The Animal Control Officer works with the Douglas Police Department and the Douglas Board of Selectmen to resolve disputes and maintain public safety in relation to the animals in Douglas.

ANIMAL INSPECTOR: Responds to all dog bites and investigates and quarantines. Makes sure that rabies shots are up to date. Performs yearly Barn Inspections. The Massachusetts Bureau of Animal Health appoints the Animal Inspector each year.

BOARD OF ASSESSORS: Composed of three elected members and is required by Massachusetts General Laws to value all real and personal property based on "full and fair cash value" within their community. Every three years, the Board of Assessors must submit these values to the Department of Revenue for certification. Property sales must also be reviewed on an annual basis and the values adjusted if deemed necessary to maintain "full and fair cash value". The Board of Assessors is required to annually assess taxes in an amount sufficient to cover the state and local appropriations chargeable to the Town, and subsequent to the determination of the total assessment. The Board of Assessors must annually fix the tax rate. All maintenance of the real and personal property databases, the processing of commitments of real and personal property, and motor vehicle and boat excise taxes are performed by two full-time and one part-time staff members under the direction of the Board of Assessors. Taxpayers have a formal right to file for an abatement of taxes, once the tax bills have been distributed. Certain taxpayers are also allowed exemptions from their property tax bills. Taxpayers having questions relative to a bill, the abatement process, or statutory exemptions are advised to contact the Assessors' Office as soon as the bill is received. [Meeting Date/Time/Place: 1st Tuesday of the month at 6:00 p.m. in the Assessors' Office]

BUILDING DEPARTMENT: Responsible for all building permits that are reviewed by numerous departments depending on the project. A building permit is required for new construction, reconstruction, alterations, repairs, demolition, change of use, and change of occupancy. Along with the building aspects, this department is also responsible for zoning enforcement. Although the Building Department does not have the authority to grant waivers to any code, law, bylaw, or regulation, they may be granted through various appeal boards.

BUILDING FACILITIES AND CONSTRUCTION COMMITTEE: This committee was created under the provisions of Article 10 of the Town of Douglas General Bylaws. It is comprised of an appointed 7 member committee with 3 members being appointed by the Board of Selectmen, 3 members by the Town Moderator, and 1 by the School Committee. The Town Engineer also serves on this committee as a non-voting member. The Committee is intended to be used as a resource for various Town Construction Projects with a cost of $10,000 or greater and/or as requested by the Board of Selectmen.

CAPITAL IMPROVEMENTS COMMITTEE: Composed of five (5) department heads or their representatives and four (4) Douglas residents. The Committee's Charter is to identify capital projects for the six years (current year plus the next five years) and consolidate those projects into an on-going capital plan. The Plan will be updated on an annual basis with the current year's plan to be included in the overall annual budget. The Committee's goals are the identification, prioritization and proposed funding sources of capital projects. [Meeting Date/Time: 2nd and 4th Wednesday at 7:00 p.m.]

CEMETERY COMMISSION: Responsible for maintaining the Town Cemeteries and works to ensure future availability of burial plots in Douglas.

COMMUNITY DEVELOPMENT DEPARTMENT: Comprised of the Town Engineer, the Conservation/Planning Agent and an Administrative Secretary. The Community Development Department provides assistance and is a liaison primarily to the Planning Board and Conservation Commission and also performs Special Projects within the Town under the direction of the Board of Selectmen. It is also available to provide support to all the Departments, Boards and Committees within the Town. This department is also happy to assist the public in navigating through the local and state permitting processes regarding land development in the Town of Douglas.

COLLECTOR OF TAXES: Responsible for collecting and turning over all real estate, personal property, and excise taxes for the Town. The Collector also collects payment for town water bills.

CONSERVATION COMMISSION: Responsible for the administration of the Douglas Wetland Bylaw, the Wetlands Protection Act, Chapter 131, Section 40 of the Mass General Laws and the Rivers Protection Act created by Chapter 258 of the Acts of 1996. There are additional conditions for land use found in the Code of Massachusetts Regulations: 310 CMR 10.00 et seq. There are also various laws relating to open space, environmental policy, agricultural issues and water and land conservation regulations. The Conservation Commission is charged with keeping abreast of not only changes to all these laws, but the results of litigation brought on behalf of communities or land owners which is a priority. The Commission regularly conducts site walks to view potential projects and advise builders if changes in plans need to be made to satisfy various regulations. Hearings are scheduled with as much convenience to the applicants as time would allow. [Meeting Date/Time: 1st and 3rd Monday at 7:00 p.m.]

COUNCIL ON AGING: Provides information, education, and recreation for the elders, sixty years of age or older, in Town. The Director works with outside agencies in order to provide a range of services to those elders who are in need of them. The Outreach Coordinator works with seniors at risk and their families to provide information counseling and referrals. [Meeting Date/Time: 4 or 5 times during the month determined by the Committee at the Senior Center]

ECONOMIC DEVELOPMENT COMMISSION: Created by Town Meeting vote in 1999. Its purpose is to create programs that will enable existing businesses in Douglas to expand in the Town and attract new businesses. [Meeting Date/Time: 2nd Monday at 7:00 p.m.]

FINANCE COMMITTEE: According to MGL Chapter 39, S16, this committee maybe established by town bylaw for any town whose valuation exceeds one million dollars. This committee shall consider any or all municipal questions for the purpose of making reports or recommendations to the Town. While the statute receives varying interpretations, the Town of Douglas established the Finance Committee in 1992 at an Annual Town Meeting eliminating the need for Selectmen to act impartially on financial matters. [Meeting Date/Time: 2nd and 4th Monday at 7:00 p.m.]

FIRE DEPARTMENT: In addition to traditional firefighting and rescue duties, the Douglas Fire Department is responsible for issuing permits and completing inspections. The staff and call firefighters/EMTs also partake in various training sessions throughout the year. The S.A.F.E. (Student Awareness Fire Education) program is taught in the elementary school and is vital to the education of children and their families in the prevention of fire and burn safety.
Station tours upon request.

HEALTH, BOARD OF: Deals with all aspects of Title 5 concerning the installation of new or repairs to private septic systems and private drinking water supplies. The Board of Health manages the Transfer Station. Permits for the Transfer Station can be purchased at this office. The Board of Health is charged with the inspection and licensing of food service establishments, campgrounds, commercial swimming pools and the licensing and inspection of garbage and septage vehicles. The Board of Health deals with rabies and mosquito control. A Board of Health is a statutory board created pursuant to the Mass. General Law C III, s26 and C. 41, sl. This Board consists of five (5) members who are appointed by the Selectmen. Each member serves a three (3) year term. Each year the Board appoints a Chairperson, Vice-Chair, Health Agent, Nurse, Administrative Supervisor, Animal Inspector, Food Service Inspector and Sanitation Agent. The Board meets the first Monday of each month at 6:00 p.m. in the Health Department office. All meetings are open to the public and minutes of past meetings are kept in the Health office. The Board of Health is charged with the protection of the public health and to fulfill these duties by developing, implementing and enforcing health policies. Local health policies are available at this office. [Meeting Date/Time: 1st Monday at 6:00 p.m.]

- **HEALTH AGENT:** can be contacted when there are housing deficiencies between a landlord and a tenant. The Board of Health agent handles complaints such as landlord/tenant disagreements, noisome trades, trash complaints, etc. The Agent also performs bathing beach water testing during the summer months.

- **SANITATION AGENT:** is a Professional Engineer who reviews all septic system plans and performs all installation inspections. This person does not do Title 5 inspections for the re-sale of a home as these are done by State Certified inspectors.

- **FOOD SERVICE INSPECTOR:** Inspects all food establishments twice a year and in accordance with the Massachusetts Food Code.

- **PUBLIC HEALTH NURSE:** holds yearly flu clinics. Blood pressure clinics are open to residents of any age. The Public Health Nurse holds flu clinics as the Senior Center and at Riddlebrook Apartments. The Public Health Nurse is charged with reporting all communicable diseases to the State Department of Public Health and to perform any follow up work. The Nurse is available every Thursday.

HIGHWAY DEPARTMENT: Responsible for maintaining safe, passable roadways and sidewalks. This is achieved by cutting brush, patching roads, sweeping streets, painting lines, and snow removal. The Highway Department also provides basic repair and maintenance of guardrails and bridges. During warmer months, the Highway Department maintains and cuts the grass at the town commons and public squares.

HISTORICAL COMMISSION: Responsible for promoting and preserving the historic resources of the town including buildings, structures, streetscapes, historic and scenic roads. [Meeting Date/Time: 3rd Tuesday (As needed) at 7:00 p.m.]

HOUSING AUTHORITY: Responsible for providing maintenance and referral services for the Section 8 Certificate Program, Section 8 Voucher Program, Section 8 Mobility and Portability Programs as well as Elderly Programs.

LIBRARY, SIMON FAIRFIELD PUBLIC: Provides access to a myriad of books, magazines, audio books, play-aways, DVDs, CDs, adult and children programming, and free wireless access to the internet.

MUNICIPAL FACILITIES MAINTENANCE MANAGER: Responsible for the daily, general, preventative maintenance of the municipal buildings, custodial duties, landscape and yard duties, the occasional hiring of contractors, and overseeing special projects within the facilities.

OPEN SPACE COMMITTEE: The Committee works on land preservation projects to preserve open space and important habitats throughout Town. The Committee also works to educate the public on the benefits of Open Space and how it enhances our quality of life. Every acre of Open Space actually brings Douglas net revenue in taxes because it does not require additional and extensive services to support it.

PERSONNEL BOARD: Supports the non-contractual and non-elected positions within the municipal system. This includes the Police Dispatchers, Fire/EMT's, Highway, Water/Sewer, Library, and Municipal Center employees. Its main responsibility is to maintain the compensation plan for the employees and work with the department heads regarding staffing related issues. The Personnel Board believes that the better we staff our departments with quality employees, the higher quality of service our community receives. [Meeting Date/Time: 3rd Monday at 7:00 p.m.]

PLANNING BOARD: One of the most significant functions of this Board is subdivision control and issuance of special permits for, as well as the supervision of gravel removal. It also serves as the permit granting authority for certain special permits as outlined in the town's first zoning bylaws. Most of the Board's time is taken up with subdivisions: checking plans submitted for proposed subdivisions, implementing inspections for subdivisions being built, or having a background supervisory role until the roads of a particular subdivision are accepted as town roads. [Meeting Date/Time: 2nd & 4th Tuesday at 7:00 p.m.]

POLICE DEPARTMENT: In addition to traditional police and rescue duties, the Douglas Police Department provides various programs to the Douglas School System and the Town of Douglas such as DARE, Citizen Police Academies, bicycle safety, boat patrols, RAD (Rape Aggression Defense) program, and RAD Kids program.

RECREATION COMMISSION: Sponsors recreational programs throughout the year and works arduously to create and maintain recreational areas and facilities in Douglas.

SCHOOL COMMITTEE: Works closely with the school department administration to improve educational quality by acting as the bridge between the educational process and the community at large. Responsibilities include the creation of policy, approval of the school department budget, and employment of the Superintendent. Five (5) elected members make up the committee, each serving a three-year term. [Meeting Date/Time: Every Other Wednesday at 7:00 p.m. at the High School room C208]

SELECTMEN, BOARD OF: Operates as the Executive Board of the Town and is charged with setting policies for the Town as well as appointing many key Town Officials and Members of Boards and Committees. [Meeting Date/Time: 1st & 3rd Tuesday at 7:00 p.m.]

TOWN CLERK: Works as a liaison between residents and town offices. Traditionally, this office is where people first come when they need information. The Town Clerk serves the residents as Chief Election Officer which oversees polling places, election officers, and the general conduct of all elections, consisting of preparation of ballots, voting equipment, voting lists along with voter registrations. The Town Clerk also records and certifies all official action of the Town, including town meetings, Planning and Zoning Board decisions. Registers all vital events occurring within the community, such as, recording and preserving all original birth, marriage, and death records. The Town Clerk is also the Public Records Officer. Administers the oath of office to all elected and appointed members of local committees and boards, posts meetings of all government bodies, provides access to public records in compliance with State Public Records Law, provides certified copies of all vital records and conducts or assists with genealogical research, maintains records of adopted municipal bylaws, appointments, petitions and submits general bylaws/zoning bylaws to the Attorney General for approval. The Town Clerk is also a licensing officer. Issues state licenses and permits, including marriage licenses, hunting, fishing and trapping licenses, and permits for raffles and bazaars. Issues local licenses, permits and certificates as mandated by statute or bylaw, which include burial permits, business certificates, dog licenses, fuel storage permits and burning permits. The Clerk's Office is also responsible for conducting a yearly census and publishing the annual street list.

TRANSFER STATION: is for use by residents of Douglas. The site collects household waste and offers recycling of glass, paper, cardboard, tin and plastic. There is a box on site for used clothing, books, games, TV's and computer monitors. Permits are sold twice a year. During summer months the site collects automotive batteries and 5 lb. propane tanks.

TREE WARDEN: Cares for all of the shade trees on public property in town including parks, town commons, public streets and schools.

VETERANS' SERVICES: Douglas is part of the Southern Blackstone Valley Regional Veterans' Services District which consists of the towns of Douglas, Northbridge, Sutton and Uxbridge. The office is located in 875 Hill St. in Northbridge. The District is a local one-stop aid station for veterans, their dependents and widows/widowers of veterans. Here they can receive benefits such as financial aid, medical expense reimbursement, and forms to file VA claims and in some cases, just someone to talk to. The Commonwealth of Massachusetts returns 75% of the monetary aid provided by the Town of Douglas. It has been found that the veteran or recipient of this aid, most likely spends 100% of this monetary benefit within the local community. This type of aid benefits everyone. Veterans' benefits are not automatic and must be applied for in accordance with Federal and State laws, rules and regulations. Therefore, the Director must keep abreast of the latest changes in these rules pertaining to Veterans' rights. Our office hours are Monday – 8:30 to 7:00pm, Tuesday - Thursday 8:30 - 4:30pm, and Friday 8:30 - 1:00pm.

WATER/WASTEWATER DIVISIONS: Responsible for testing, operation and maintenance of the town water supply, sewer lines and facilities. They are also responsible for maintaining and repairing hydrants, checking meters, and performing relevant repairs. [Meeting Date/Time: 1st Tuesday at 7:00 p.m.]

ZONING BOARD OF APPEALS: Created under the provisions of MGL Chapter 40A as a necessary part of the establishment of zoning regulations in a community. Chapter 40A empowers the Board of Appeals to; 1) Hear appeals taken from decisions of any administrative official or board of the Town acting under the provisions of the law; 2) Grant variances from terms of the Zoning Bylaw; and 3) Grant special permits as provided by the Zoning Bylaw. [Meeting Date/Time: 3rd Thursday at 7:00 p.m. – Public Hearings as posted]

AT YOUR SERVICE

Accountant	**476-4000 ext. 110**
Animal Control (call Police Department)	476-3333
Assessors	**476-4000 ext. 353**
Building Department	476-4000 ext. 351
Building Maintenance Director	**612-6738**
Board of Health	476-4000 ext. 352
Board of Health Nurse	**476-4000 ext. 111**
Collector of Taxes	476-4000 ext. 354
Community Development Department	**476-4000 ext. 357**
Conservation Commission	476-4000 ext. 357
Executive Administrator	**476-4000 ext. 101**
Finance Committee	476-4000 ext. 121
Fire Department	**9-1-1**
Non – emergency	476-2267
Highway Department	**476-3378**
Library, Simon Fairfield Public	476-2695
Planning Board	**476-4000 ext. 357**
Police Department	9-1-1
Non – emergency	476-3333
School Department	
Administration	476-7901
Early Childhood Learning Center	**476-4035**
Elementary	476-2154
Intermediate School	**476-3332**
High School	476-4100
Blackstone Valley Reg. Vo. Tech.	**839-5471**
Selectmen	476-4000 ext. 350
Senior Center / Council on Aging	**476-2283**
Town Clerk	476-4000 ext. 355
Town Engineer	**476-4000 ext. 108**
Transfer Station	476-3742
Treasurer	**476-4000 ext. 356**
Veterans' Director	234-9808
Water/Waste Water Divisions	**476-2400**

TOWN OF DOUGLAS
MASSACHUSETTS